

BARGAINING SURVEYS AND BARGAINING TEAM

Last month, comprehensive bargaining surveys were mailed out to all members at their last known address. If you did not receive a bargaining survey in the mail or want another copy- please let us know by phone or email so we can get you a copy. It is important that we have a good rate of response to ensure our proposals reflect where the group wants to go! So far a little more than half of all members have returned surveys to the union office. The deadline to submit bargaining surveys or to nominate yourself or a co-worker to the bargaining team has been extended to noon on May 2.



We are looking for every department to have at least one representative on this year's bargaining team and have set a goal to recruit 15 bargaining team members. May 2 is the deadline for nominations. If you would like to nominate yourself or a co-worker to the bargaining team (or want to learn more about what serving on a bargaining team would entail), feel free to email

or text our lead negotiator-Union President Jamie Gulley at jamie.gulley@seiuhcmn.org or (651) 261-7348. If more than 15 members are nominated to the bargaining team an election will be held in May. Elected bargaining team members will be compensated by the Union for the time spent in negotiations.

Bargaining this year will be open to all members to attend. In the past, unions typically agreed to bargain in closed sessions where neither the union or management provided much in the way of updates to the members, except for general updates. This year, we plan to bargain in open session, meaning that all members who are available and not working on a date where negotiations are scheduled are invited to attend. We also plan to schedule specific bargaining days specific for issues important to Technical Unit members and Business Office Clerical unit members. All members will be informed of the bargaining schedule so you can be sure to attend and see management's response to the issues important to you.

UNION SITE VISIT SCHEDULE

As mentioned above, Union President Jamie Gulley will be the lead negotiator for this year's negotiations

UPCOMING SITE VISITS:

FINAL CALL FOR SURVEYS AND NOMINATIONS

Wednesday, May 1
 10:00am – 4:00pm Cornerstone Fireside Lounge
 11:30am – 1:30pm Business Office Breakroom
 2:00pm – 4:00pm Heartwood Breakroom

Thursday, May 2
 8:00am – 10:30am Cornerstone Fireside Lounge

Wednesday, May 8
 10:00am – 6:00pm Cornerstone Fireside Lounge

Thursday, May 9
 8:00am – 4:00pm Cornerstone Fireside Lounge

POTENTIAL VOTE FOR BARGAINING TEAM

Thursday, May 23
 10:00am – 6:00pm Cornerstone Fireside Lounge
 11:30am – 1:30pm Business Office Breakroom

Friday, May 24
 10:00am – 3:00pm Cornerstone Fireside Lounge
 11:30am – 1:30pm Heartwood Breakroom

with CRMC. In preparation for negotiations, Jamie is working to schedule meetings with members from each department to learn about the way work is being performed, as well as to provide some background information on wage comparisons, as well as to educate members on benefits that are available for CRMC members to negotiate. Background sessions include: retirement plans, pension plans, health care plans and more. Please take time to attend a session with your department or stop by during one of our scheduled Union site visits.

VOTE ON PROPOSALS:

Wednesday, June 12
 10:00am – 6:00pm Cornerstone Fireside Lounge
 11:30am – 1:30pm Business Office Breakroom

Thursday, June 13
 11:00am – 5:00pm Cornerstone Fireside Lounge
 11:30am – 1:30pm Heartwood Breakroom

Tuesday, June 18
 10:00am – 6:00pm Cornerstone Fireside Lounge
 11:30am – 1:30pm Business Office Breakroom

Wednesday, June 19
 11:00am – 5:00pm Cornerstone Fireside Lounge
 11:30am – 1:30pm Heartwood Breakroom

CRMC UNION TRIBUNE: BARGAINING PREVIEW

RECENT GREATER MINNESOTA CONTRACT SETTLEMENTS:

ST. JOSEPH'S BRAINERD:

In December, members ratified a new 3-year contract at St. Joseph's Medical Center- Essentia, Brainerd.

Details include:

- Wages: Year 1 = 2% increase, Year 2 = 1.5% increase, Year 3 = Wage and benefit reopener
- Lowered premium cost: \$315 in yearly savings for Single Coverage, \$3,000 in yearly savings for Single + 1, \$4,600 in yearly savings for Family
- The health insurance changes amount to an average 10% increase in take home pay on top of wage increase
- Increased Shift Differentials from \$.70 an hour to \$.85 an hour
- Increased Call Pay by \$.50 an hour
- Added tuition reimbursement up to \$2,500/year
- The right to grieve disrespectful workplace issues



- Employees called into work receive an additional \$.50 per hour for the shift
- \$1.50 per hour increase, if an employee works short due to sick calls/other staffing issues
- Improved bereavement leave
- Increase uniform allowance \$65/year

CHIPPEWA COUNTY HOSPITAL:

CCMH members won their best contract in years through interest arbitration under the Charitable Hospitals Act. The agreement includes, a two-year contract from the fall of 2018 and includes:

- Year 1 wages: \$1.60 - \$2.43 per hour wage adjustment to all steps of wage scales including 9 months of back pay amounting to \$240,000
- Year 2 wages: Increase all wage scales by 1%
- Updated contract language on new employee orientation, union security and union access rights
- Reduced health care costs for dependent coverage by \$2,400/year for EE+1, and \$7,200/year for Family

CENTRACARE SAUK CENTRE:

Last week, the SEIU bargaining unit of RN's, LPN's and Techs at CentraCare Sauk Centre reached a Tentative Agreement for a great new three year contract! Wages include:

- 2% wage increase across the board each year for all classifications
- Wage adjustments: Year 1 acute care RN's received a market rate increase of 6%
- Radiology Techs got a market rate increase of 3%
- Sonographers got a 3% market increase plus \$1.00 an hour
- Surgical Techs received a mid-contract market rate wage increase in November 2017
- Won double time for Christmas holiday pay

AICOTA CARE CENTER:

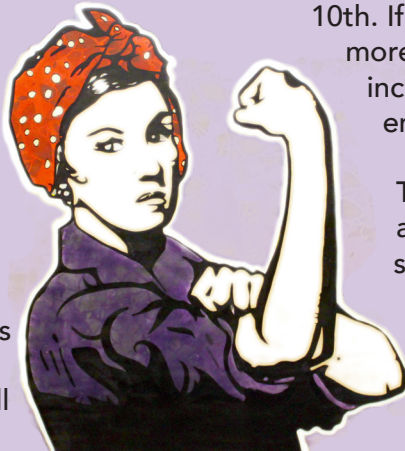
In early 2019, members at Aicota Care Center won significant wage increases and new standards, including:

- 7% wage increase for all members
- Year 2 and 3 wages: contract will reopen for wage and benefit negotiations
- Increased shift differentials from \$.50 an hour to \$.75 an hour
- Increased weekend Differentials increased from \$.35 an hour to \$.75 an hour



UNION LEADERS

Have you ever thought about serving as a Union steward or Leader at CRMC? Many members find a lot of satisfaction in volunteering to serve as a union resource for their co-workers. Ideally, we would like to see 10 - 12 designated union stewards or leaders at CRMC to help keep members informed and active. We will be hosting two union steward/leader orientation sessions in June, for interested members in Northern Minnesota. Orientation sessions will be in Brainerd or Crosby, MN and will take place on Saturday, June 8th and Monday, June



10th. If you would like to attend and learn a little more about what the volunteer role would include, please feel free to join us. RSVP by emailing jamie.gulley@seiuhcmn.org.

The following members at CRMC are authorized to serve as union stewards/leaders at CRMC. If you need representation or have a union question, feel free to reach out to one of the leaders or call our Member Action Center: 651-294-8100 or 800-828-0206.

- Crissy Hanson - Surgery Dept
- Jenny Hatcher - Nursing Home
- Roseann Mackenthun - Lab Dept
- Kathy Meyer - New Member Orientation Leader