

BARGAINING UPDATE: IT'S OUR TURN!

We have received surveys back from more than 250 members! There are a lot of great ideas for bargaining this year.

We know that over the past 10 years, CRMC management has put other priorities ahead of wage and benefits for its dedicated employees. Management has prioritized building projects, expansion, and provider recruitment over wage and benefit improvements for employees. This year, there is a lot of enthusiasm from employees for CRMC to focus on us. It's Our Turn!

18 members were nominated to serve on the Union's bargaining team this year! While we are still in the process of confirming if all nominees are interested and want to be placed on the ballot in the bargaining team election, this show

of interest is outstanding! We hope that a few job classifications that have yet to nominate a representative to bargaining will do so during next week's election! There will be a write-in line on the bargaining team ballots to make sure that every job classification that wants representation has someone on the bargaining team. We will also be doing open bargaining this year. So, even if you aren't elected to the bargaining team, if you are available, you are welcome to attend any bargaining session you want to watch how management responds to our proposals.

The members nominated include:

- Jovan Bebeau, Admitting
- Kathy Meyer, Dietary
- Roseann Mackenthun, Lab
- Kayla Schwankl, Scrub Tech
- Samantha Vanhorn, Heartwood
- Jennie Hatcher, Care Center
- Chris Filkins, Cook
- Kyle Bartels, Scrub Tech
- Jodi Summers-Riese, LPN
- Deanna Nichols, Central Supply
- Joey DeCent, EVS Tech
- Sheila Stine, Sterile processing Tech
- Justin Colburn, Claims Analyst
- Krista Kommer, Surg Secretary-operating room
- Diane Christensen, Radiology Scheduler
- Crissy Hanson, Scrub Tech
- Chad Hage, Radiology Tech
- Craig Guerra, Engineer 2
- Angela Visnovec, TMA/CNA

Congratulations to all the nominees! This week we will finalize the ballots for the bargaining team election. Remember to vote next week, Thursday, May 23 and Friday, May 24.

**FUTURE ON-SITE
 MEETING DATES/TIMES
 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

Feel free to contact Union President and our lead negotiator with any questions or advice, or to schedule a meeting with members in your department: jamie.gulley@seiuhcmn.org, cell (651) 261-7348. Let's get ready to bargain and let CRMC management know... It's Our Turn!

BARGAINING TEAM ELECTIONSThursday, 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

GRIEVANCE UPDATES

There are several outstanding grievances at CRMC that members should know about.

1. The grievance related to CRMC's delay in 401-K retirement plan contributions, that cost members more than \$100,000 in lost earnings in January/February 2019 is headed to arbitration. Arbitrator James E. Conway was selected by the parties and we are in the process of scheduling the hearing date. We hope to schedule a hearing as soon as possible!
2. When Sterile Processing management posted mistakes on a public bulletin board, naming employees who made errors, the Union filed a grievance that such public shaming was unprofessional. Management agreed to stop posting mistakes by name on the public bulletin board and agreed to coach employees in private to encourage a learning environment. This was good outcome and very appreciated.
3. Environmental Services Dept: There are 4 grievances pending regarding contract violations in EVS. A) Management did not post employee schedules on time and in fact told employees he would not do so. This is a clear contract violation that we hope HR will remedy. B) Management has not been responding to vacation requests in the required 21-day timeframe as required by the contract. This is a clear contract violation that we hope HR will remedy. C) The employer has transferred Environmental Tech work to Aides without notice to the Union and in violation of the contract. This resulted in 5 FTEs worth of work being paid at a lower rate of pay. The Union has asked HR to restore the Tech work to the higher job class, post Tech jobs for the work and pay backpay to aides who were underpaid while performing Tech work. We are waiting for management's response. D) The manager transferred Linen department work to EVS aides on the weekends, in violation of the contract. We are waiting for management's response.
4. There are several confidential disciplinary cases that are outstanding, including one that is headed to arbitration.



If you see a contract violation, let us know right away, by contacting the Member Action Center at 651-294-8100/800-828-0206, by contacting a steward or by letting union staff know during their bi-weekly on-site visits. The schedule of on-site visits is on the front page of the Union Tribune.

WEINGARTEN RIGHTS

Remember, you have the right to have a Union Representative with you anytime your employer is asking questions about your work that you believe could lead to discipline. By exercising your rights you have a witness for the conversation and an advocate who can make sure you are treated



fairly during any questions or investigation. Too often, managers will try to intimidate employees in investigation settings or they will include statements in their notes that are inaccurate, based on what they wish you said rather than what really happened. If you need representation contact a steward or call the Member Action Center so a union staff member can join you in person or by phone.

**KNOW
YOUR
RIGHTS**