

CRMC UNION TRIBUNE

BARGAINING PREVIEW VOL 3, E. 1

TOP PROPOSALS FOR BARGAINING

Not surprisingly, the top issues we saw in this year's bargaining survey were 1) wage increases and 2) improved health insurance benefits. Members were also very interested in learning more about the union pension plan that covers the majority of our members in private sector hospitals.

The focus on wages was not surprising given that the wage scales at CRMC are behind many other area employers. CRMC wages are between 8% and 14% behind the SEIU contract at Essentia in Brainerd for the same jobs and as much as 22% behind similar critical access hospitals in Northern Minnesota, like Cook County in Grand Marais. For the past two years, our members in Greater Minnesota have been winning significant wage adjustments as their contracts come open. Last week, Allina Health announced a \$15 minimum wage for all workers, including their greater Minnesota hospital and clinic workers, a proposal our union has been advocating with Allina for years. Meanwhile, despite the difficulty CRMC is having recruiting employees in many job classifications from LPN to environmental services, management has been unwilling to address the sub-standard wages. Based on the priority of wages from the surveys and the supporting data, we plan to make wage increases our top issue this year.

On health insurance benefits, members are interested in addressing the cost of premiums but also the high deductibles and out-of-pocket costs, as well as the narrow network of providers that are available in CRMC's plans. Our surveys show that a large number of CRMC employees are unable to afford the health coverage that is offered and many have children and dependents on state assistance due to the cost and quality of the plans that are offered. Fortunately, our union has access to health insurance plans that members can introduce in bargaining. The plans



CONGRATULATIONS BARGAINING TEAM MEMBERS

Thank you to all the members who voted and for all who participated in the election of this year's bargaining committee. The following members were elected to serve on the negotiating team for our next contract:

- Admitting: Jovan Bebeau
- Dietary: Kathy Meyer
- Lab: Roseann Mackenthun
- Heartwood: Chris Filkins & Samantha Vanhorn
- Care Center: Jennie Hatcher
- TMA/CNA: Angela Visnovec
- Surgical Techs: Kayla Schwankl & Kyle Bartels
- Environmental Services: Joey Decent
- Central Supply: Sheila Stine
- Claims Dept.: Justin Colburn
- Dept. Secretary: Krista Kommer
- Radiology Dept.: Diane Christensen & Chad Hage
- Skilled Maintenance: Craig Guerra
- Emergency Dept.: Matt Lacy & Darrell Dwire

Congratulations to all of the members who were elected!

include a variety of coverage options from platinum level to bronze levels of coverage and all of the plans offer low deductible options with the full statewide network of Anthem Blue Cross and Blue Shield providers at similar or lower cost than the current offerings.

During the month of June, our union will hold information sessions on the pension plan and health insurance plans and how they compare to the current benefits at CRMC. Members will have an opportunity to vote on whether to include any of the union benefit plans as part of negotiations alongside any other employer offerings and you will be able to vote on any and all other proposals that were submitted through the survey, including proposals to improve shift differentials, bereavement leave, the attendance policy and more.

SCHEDULE OF ON-SITE VISITS FOR EDUCATION ON HEALTHCARE AND PENSION BENEFITS/VOTING ON PROPOSALS

Wednesday, June 12/Thursday, June 18

- 10:00am – 6:00pm
Cornerstone Fireside Lounge
- 11:30am – 1:30pm
Business Office Breakroom

Thursday, June 13

- 10:00am – 5:00pm
Cornerstone Fireside Lounge
- 11:30am – 1:30pm
Heartwood Breakroom

Friday, June 19

- 11:00am – 5:00pm
Cornerstone Fireside Lounge
- 11:30am – 1:30pm
Heartwood Breakroom

Feel free to contact the 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 or cell 651-261-7348.

CRMC UNION TRIBUNE: BARGAINING PREVIEW

GRIEVANCE UPDATES

1. The 401-K grievance seeking more than \$100,000 in backpay from lost earnings due to delayed contributions to member retirement plans this year will be heard by arbitrator James E. Conway and is in process of scheduling.
2. 5 EVS dept. issues:
 - A) Management agreed to post schedules in a timely manner and on a bulletin board viewable by all members. This issue was resolved at the second step grievance meeting.
 - B) Management agreed to respond to member vacation requests within 21 days as required by the contract. This issue was resolved at the second step grievance meeting.
 - C) The union asked the employer to create a clear schedule of time off availability so members know what is available and are able to make plans and take earned time off. We requested at least 2 members to be allowed off each day (in order for everyone to be able to take vacation time). We are waiting for a response to this request.
 - D) The employer denied the union's grievance on transferring 5 FTE's worth of Environmental Tech duties to be performed by Aides at a lower rate of pay. The union is advancing this issue (worth \$25,000 annually to members) to arbitration.
 - E) The employer denied the union's grievance on assigning weekend linen work out of job classification to EVS Aides. The union is advancing this issue to arbitration as well.



BARGAINING UPDATES WEBSITE

Our local is launching a dedicated web page for all CRMC members to keep up to date on contract negotiations. Details will be released in June. The web page will include copies of both the union and employer proposals, wage scale comparisons so you can see how your job compares to other area employers, access to benefit plan information and more. In addition, all bargaining sessions will be open for members to attend and see how management responds to your proposals for improvements.

3. Dietary Dept.: Management has been granting experience credit to new hires but refused to grant the same experience credit to current employees. This results in some new hires making more money than employees who have worked at CRMC for years. The union asked the employer to grant current employees experience credit in the same manner as new hires. CRMC denied this request, but did say they would address the issue in bargaining this summer.
4. LPNs: The employer asked the union for permission to double post LPN positions as LPN or RN, where the RN would do the work of an LPN if they could not find a qualified LPN for the job. The union asked CRMC to address the issue of low LPN wages (compared to regional competitors) first. The union showed CRMC is behind the market by as much as 20% for experienced LPN's. The employer refused to adjust the LPN wage scale, even though Allina Health and others have opened their contracts to do so. A grievance has been filed.
5. There are several confidential disciplinary cases that are outstanding, including one that is scheduled for arbitration.

ANNUAL FAIR SHARE FEE NOTICE UPDATE

Members who do not wish to be members of the union and wish to resign their membership and pay the "fair share" fee-payer rate of dues can do so by sending a written request to the union by email or US mail. The requests should be directed to the union's financial secretary, Jigme Ugen at 345 Randolph Ave, Suite 100, St. Paul, MN 55102 or to jigme.ugen@seiuhcmn.org.

The non-member fee rate is calculated at 80% of the regular rate of union dues and the per pay period maximum is similarly set at \$28.80 per pay period

which is 80% of the regular per pay period maximum. While the decision to be a full member or fee payer belongs to each individual, we encourage all of our members to continue as full dues paying members to keep our union strong.

Only full members are eligible to participate in the SEIU member benefit programs or to vote on union officers and contracts. If you have any questions about union membership or union dues feel free to refer to our website or contact the SEIU Member Action Center at 651-294-8100 or mac@seiuhcmn.org.