

BARGAINING TEAM TRAINING DAY

After months of preparation, surveys, individual meetings and department meetings, we are almost ready to start contract negotiations. On July 10, the union bargaining committee will be meeting to review the survey and voting data that members provided and finalize our list of proposals. We will take time to make sure the entire bargaining team understands the collective bargaining process and to strategize on how best to advance the ideas and proposals that members brought forward to make CRMC an even better place to work.

The top issues for 2019 from our surveys were:

1. Wage Increases
2. Improved Health Care Insurance
3. Improved Retirement Plans

H.S.A. CONTRIBUTIONS DUE IN JULY

If you are enrolled in the High Deductible health plan, please be sure to check your H.S.A. account to make sure that the employer contributions for the second half of the year are correctly deposited in your account!

CONTRACT SETTLEMENTS WATCH

Over the past few weeks, members of SEIU and the Minnesota Nurses Association at numerous hospitals and clinics won significant wage and benefit improvements after members authorized strike votes.

After authorizing a strike vote at Riverway Clinics, SEIU members won improvements to their health care plans, including lower premiums and across the board wage increases of 2.5%, 3% and 2% per year, along with a new signing bonus, retention bonus and more. Similarly, SEIU members at Stillwater Medical Group won improvements to their health insurance premiums and a minimum 3% wage increase (and up to 22% wage increase) when members ratified their first union contract with SEIU since rejoining the union last year. Members at Stillwater Medical Group experienced frustrating negotiations where management refused to make dignified proposals until the members voted to authorize a strike.



CRMC BARGAINING WEBPAGE LAUNCHED

Last week, we launched a webpage to help all CRMC members stay connected with the latest details from contract negotiations. All members are encouraged to check the webpage for bargaining news and updates, copies of all union and employer proposals, full plan documents for all benefit plans being considered and all the latest info. The webpage can be found at: seiuhcmn.org/crmcbargaining2019

SEIU Healthcare Minnesota United for Quality Care

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CRMC Bargaining 2019

CRMC Union Tribune

[CRMC Union Tribune Vol. 1](#)

[CRMC Union Tribune Vol. 2](#)

[CRMC Union Tribune Vol. 3](#)

Amalgamated Health Plan

[Platinum – Summary Plan Description](#)

[Gold – Summary Plan Description](#)

[Silver- Summary Plan Description](#)

[Bronze – Summary Plan Description](#)

UPCOMING SITE VISITS

Thursday, July 11

10:00am - 5:00pm: Cornerstone Lounge

11:00am- 12:30pm: Business office breakroom

12:45pm - 2:00pm: Heartwood breakroom

Wednesday, July 24

10:00am - 5:00pm: Cornerstone Lounge

After the strike authorization vote, management agreed to nearly all of the members' proposals to achieve a contract and avoid a work stoppage!

Last week, the RNs at the Children's Hospitals in Minneapolis and St. Paul were the first MNA Nurses to reach a tentative agreement with a Twin City Hospital during this round of negotiations. After taking a strike vote, nurses won a great new contract including improvements to their health insurance and across the board wage increases of 3%, 3% and 2.25%! At SEIU we view this wage settlement to be the standard by which we intend to base bargaining success over the next 3 years. We expect that all new hospital and health system contract settlements should meet or exceed this wage settlement. Members working in greater Minnesota facilities like CRMC should fight for a market adjustment on top of this wage pattern and should reject offers that fail to meet the new standard.

CRMC UNION TRIBUNE: BARGAINING PREVIEW

GRIEVANCE UPDATE

No new grievances were filed since the last update.

- A number of grievances, however, were resolved during a grievance meeting on Friday, June 7. Specifically, the EVS department agreed to re-post the current work schedule with corrected start times and work days. In addition, the EVS department agreed that moving forward, two workers will be permitted to take a vacation each work day, except for Fridays when a minimum of one worker will be permitted to take vacation (due to the weekend rotation in the department). A second worker will be granted off on Fridays when sufficient staff have been recruited to the department. We also agreed to conduct a trial in July and August, in which a public calendar will be posted so workers can see where vacation time off has already been reserved and what days and weeks are open to take vacation time. This should help members plan time off and reduce the amount of confusion and waiting time for workers to know if vacation time is available. This vacation book process is part of the contract, but was not being utilized in the department under the current management team.
- On holidays, like July 4, the EVS department agreed to post how many additional workers can take off work because business is slower than normal. Management agreed to process the July 4 holiday requests for time off using this system promptly rather than low needing workers after they show up for work on the day of the holiday.
- The union met with management on our grievance related to CRMC's decision to fill an LPN vacancy with an RN. CRMC was not interested in addressing the LPN wage scale that resulted in zero LPNs applying for the vacancy. The LPN wage scale at CRMC is significantly behind the market. They did agree to address the wage scale in bargaining. As there is no agreement on the grievance the union will advance the issue to arbitration if wages are not addressed to the satisfaction of LPNs in bargaining this summer.
- Experience Credit: CRMC did not resolve the union's grievance on experience credit in the dietary department. Currently, management is hiring new employees and granting them experience credit



while denying incumbent employees recognition for their experience credit. This results in an absurd outcome in which current employees are training in new hires that make more per hour than they do! CRMC management claims that fixing the issue is not in this year's budget but they agreed to address the issue in bargaining this summer. We plan to hold them to this commitment. They also informed us that the issue is not just in the dietary department. Experience credit has been granted to new hires in many other job classifications as well. The union bargaining team will address the issue of experience credit for current employees in bargaining.

- There are three issues headed for arbitration: the issue of delaying 401-K contributions, the refusal to permit the union access to conference rooms for member meetings and a corrective action issue, the details of which are confidential. There are several additional confidential discipline issues that are in the grievance process.
- A pre-grievance meeting was held about lead positions and where bargaining unit members who are not leads are doing the schedule. HR agreed to review the current practice of using leads and agreed with the union that scheduling decisions are the responsibility of management (see contract Article 7, section O). Bargaining unit members can do some work preparing schedules for management if they are applying rules to a schedule without making independent judgements. For example, if a department manager delegates to a lead or other bargaining unit member responsibility for filling ALL sick calls by calling down a seniority list, this is permitted as the member isn't deciding whether or not to fill a shift or who to call. In other words, being told to fill all sick calls by calling in members in a specific order determined by management or by seniority would NOT be supervisory under the law or our contract and is permitted. If a lead or bargaining unit member chose who got a specific day off or who got a preferred start time, this would be a supervisory responsibility and would not be permitted. After management reviews the current practices we will work to make sure that department managers and members understand what is permitted and what would be considered supervisory under the law and our contract.

MILESTONE ANNIVERSARIES OF UNION MEMBERSHIP!

Congratulations to Maureen Haines (Activities) in the Care Center and Nancy Williams (Patient Access Specialist) on reaching their 30-year anniversary of union membership at CRMC this spring!

Congratulations as well to Shelly Brix (Coding) and Jerri Waddell (Home Health) on reaching their 25-year anniversary milestones!

Thank you for all your years caring for the community and for all you have done to make CRMC a great place to work and receive care. CRMC is a better place because of your work and dedication. Thank you!

