

CRMC UNION TRIBUNE

BARGAINING UPDATE #2 • SEPTEMBER 5, 2019



On Wednesday, September 4, 2019, we met with the CRMC management team for a full day of contract negotiations. We started at 8:00am and did not adjourn for the day until 5:35pm. The management team was led by the Chief Human Resources Officer, Kim Blank, instead of CRMC's outside legal counsel throughout the day.

The day started with both teams' lead negotiators signing the full text of Tentative Agreements we made in our first meeting. Afterwards, the management team provided the union team with a 3-page list of proposals that included their non-economic items as well as some items that we considered economic.

After reviewing the employer list of proposals, we found several that we could agree to immediately and let the management team know. One of the items related to title changes for the Human Resources Director in the contract and another related to an update in contract language, clarifying that Emergency Department employees who work 13-hour shifts are not covered by the guarantee of 12 hours off between shifts. These early agreements



got the ball rolling and we were able to reach a number of Tentative Agreements throughout the day. Those agreements still need to be reduced to writing and with exact language changes signed off on. We will provide the full text of these agreements as soon as they are available.

On our Website, seihcmn.org/crmcbargaining2019 you can view a copy of the *Employer's Proposal #1* document and the *Union's Proposal #2* counter proposal that we provided to the CRMC team later in the morning.

Overall, we had a very productive day working on non-economic items. In addition to the items mentioned above, we reached agreement in principle on the following:

1. Added the \$.50 per hour CHEST Certification premium for EVS employees to the contract, with a guarantee that the training program will be offered at least once per year.
2. Amended the PTO addendum to reduce the time needed before a member can access their ELIP bank from 4 days to 24 consecutive hours.
3. Agreed that all employees would receive an FTE upon hire and would only be scheduled up to their FTE amount of guaranteed hours before the draft schedule is posted, unless an employee agrees to a flexible hours agreement.
4. Updated language on the process for awarding extra hours and overtime, to make better sense

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with the new Kronos scheduling system.

5. Reviewed and agreed to maintain the existing start times for payroll in our contract.
6. Agreed to include language and definitions for "Lead" and "Coordinator" work in the contract.
7. Agreed to extend the timeline for seniority bidding for vacation days to one week from one day, during the beginning of the vacation request periods in October and January.
8. Agreed to make sure every department has a plan to make vacation availability known and easily accessible in each department.
9. Agreed to extend the timeline for the posting of job vacancies from 4 days to 7 calendar days for internal applicants.
10. Agreed to add Health and Safety provisions to the agreement (the contents of the article are still under discussion).
11. Agreed to change the hour requirements for students to 3 shifts from 16 hours in Article 35(D).
12. Agreed to add/change a job title in surgery to Operating Room Aide.
13. Agreed to add bulletin board locations for union members at Baxter Clinic, Breezy Point Clinic and are working on a location for Same Day Surgery employees.



Employees and how to address those, and some areas of Union rights under the grievance process. We also discussed some ways to adjust the attendance policy to make sure that employees who can't work due to contracting a communicable illness, like pink eye or influenza are not penalized under the attendance policy. We feel good about the

discussions and the progress made, but we aren't there on these items yet.

The day ended with the union team providing management a copy of our *1st Comprehensive Economic Proposal*, which can be viewed at seiuhcmn.org/crmcbargaining2019. The employer shared some initial reactions with us, but agreed to review the proposals and to be prepared to start working on these items at our next bargaining session. They also shared with us that they agree a number of jobs are currently below market on wages and offered to work collaboratively with us to address the issue and to share some data with us on how they are viewing the market to compare with the Union's data.

Follow-ups: We agreed that between now and our next bargaining session we will continue to work on drafting exact language on the items above, to review and update Job Descriptions based on member feedback, and to work on costing of proposals so we can work to get the best deal for members.

As mentioned above, agreement on the full text of the changes is still in progress and all items need to be signed off for exact wording before they are officially a "Tentative Agreement" under our ground rules. That being said, we feel very good about the engagement of the management team, their attention to the non-economic proposals we brought forward, and their good faith work on reaching agreements on issues with us.

There were also, as you can imagine, some areas of tension during discussions on items where we made progress, but where we are not yet in agreement. Some examples include: the makeup of the Health and Safety Committee and how the work done there is shared with front-line employees, the large number of mandatory shifts being assigned to Heartwood

If you have any questions or thoughts about the proposals or updates, please talk with a bargaining team member.

Our next session will be on September 23. We also agreed to a bargaining date of Wednesday, October 2 to replace the September 16 date, due to a conflict.

Please keep wearing your purple buttons, lanyards and badge reels! The support goes a long way to show management that the union team has the support of our members as we work for the best contact we can achieve this year.

In Solidarity,

The Union Bargaining Team