

CRMC's SEIU Contract Proposal #1- Updated

Date: 9/23/2019

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CRMC reserves the right to add to, subtract from, or otherwise modify its proposals at any time during negotiations.

CRMC Proposals for SEIU Contract Renewal

Article 3: Change to have access to Cornerstone only with no access to restricted areas including employee lounges and conference rooms (unless for joint purposes and approved by CRMC leadership for conference rooms), only stewards to update bulletin boards.

Article 7B: Change to the basic work week varies by area and is based on the needs of the department.

Article 7D: Holiday, sick, and vacation pay do not count towards hours worked for the purpose of computing overtime (not in line with FLSA law).

Article 7N: This wording needs adapting. We cannot guarantee another full 30 minute lunch break in all cases based on patient care needs in the department.

Article 15L: Change physician matching protocol to state all areas for employees who work with providers and not just clinic. Add verbiage stating, "Managers can use discretion when determining low need shifts."

Article 28: change verbiage to state that "such contributions on the employee signed paper forms for that purpose by SEIU Healthcare Minnesota"

Not Sure Where this One Fits: Mandated second shifts at Heartwood for Senior Housing Assistants and Care Center for Registered Nursing Assistants is allowed for emergencies only.

Add Dual Posting Wording: CRMC reserves the right to double post a position with a higher level position when no applicants have been received that qualify under the current position opening, after the position has been posted for the minimum union posting requirement).

PTO Addendum EILP 5: Remove wellness dollars and offer to reallocate these funds to union employees. We don't want to encourage employees not to stay home when ill and/or use FMLA when needed. This punished those with FMLA needs. We don't punish employees for using their employee benefits and this is a self-administered benefit that isn't paid out. It is only paid out if needed. Total cost to reallocate is \$35,000.

Pay Grade Changes To be Added to the Contract (occurred mid-contract):

- ✓ Home Health Aide- Moved from Unit 1, Grade 3 to Unit 1, Grade 5
- ✓ EMT- Moved from Unit 1, Grade 4 to Unit 1, Grade 6B
- Secretary- Remove Title from Unit 1 Grade 4B
- Lab Secretary- Remove Title from Unit 1 Grade 4B
- MIMIS Secretary- Remove Title from Unit 1 Grade 4B
- Ambulatory Services Secretary- Remove Title Unit 1 from Grade 4B
- Patient Access Specialist (GF)- Replace Secretary Title on Unit 1, Grade 4B
- Patient Access Specialist- Moved from Unit 1, Grade 4B to Unit 3, Grade 1A
- ✓ Senior Housing Assistant- Moved from Unit 1 Grade 5 to Unit 1, Grade 6

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Ambulatory
- now admitting clerks

- ✓ Certified Medical Assistant- Moved from Unit 2, Grade 1 to Unit 2, Grade 4
- ✓ Paramedic- Moved from Unit 2, Grade 10 to Unit 2, Grade 10* (new hourly rates)
- ✓ Claims Analyst- Moved from Unit 3, Grade 2 to Unit 3, Grade 2A
- ✓ Data Processing Analyst- Moved from Unit 3, Grade 2 to Unit 3, Grade 2A
- ✓ Carpenter/Painter- Add new pay grade as agreed

Pending Wage/Differential Changes to be Considered for Addition to the Contract:

CCUA- Add new pay grade Unit 1, 5A

Central Supply Tech Certification Differential of .50 per hour (not required for position)

Surgical Tech Certification Differential of .50 per hour (not required for position)

Tentatively Agreed (TA) Items:

- ✓ Article 35D: Change wording from 16 hours to 24 hours based on the three shift per month requirement for casuals already listed in the contract under Article 35A.
- ✓ Article 25B: Change wording to "Part time employees hired for less than forty (40) hours" versus working less than forty (40) hours
- ✓ Article 17A Step 2: Change title from Executive Director of Human Resources to Chief Human Resources Officer

Not TA
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Article 11D: Add the word approved in sentence, "Employees returning from an approved leave of absence shall be returned to their former position and status with the corresponding rate of pay for which the employee is qualified."

Remove Article 8D4: No longer applicable (Engineer training programs)

- ✓ Article 7K: Add that Ambulance schedule does not require 12 hour break between shifts

? Article 7J: Add the word hour in sentence, "Except in emergency situations, there shall be no more than two (2) hour changes in the regular pay period for any full time employee working in a nursing service division."