

CRMC Economic Proposals #1

Date \_\_\_\_\_

Time \_\_\_\_\_

The Union reserves the right to add to, subtract from, or otherwise modify its proposals at any time.

Employees will be considered Full Time at 72 hours (.9 FTE).

Benefits

1. Article 14 ~~Funeral Leave/Memorial Service~~ Bereavement Leave

- A. Full-time and part-time employees will be granted up to five (5) ~~three (3)~~ days off with pay due to a death in the immediate family; part-time employees shall be paid for the scheduled hours during the five (5) ~~three (3)~~ day period. ~~The days off must be consecutive with one of the days being the day of the funeral or memorial service.~~
- B. Immediate family shall mean: any spouse, parent, legal guardian, sibling, child, ~~brother, sister, son or daughter, stepchildren, present step parent, mother in law or father in law,~~ or grandchild, by birth or marriage (including "step" and "in-law" relationships).
- C. Full-time employees will be granted up to ~~two (2)~~ three (3) days off with pay due to a death of a grandparent (including "step" and "in-law" relationships). Part-time employees will be paid for scheduled hours during the ~~two (2)~~ three (3) day period. ~~The days must be consecutive with one of the days being the day of the funeral or memorial service.~~
- D. Employees may take up to five (5) additional calendar days without pay due to the death of the above stated family members.
- E. ~~Full time and part time employees shall be allowed to use one accrued and unused~~

~~PTO day to attend the funeral or memorial service of the employee's brother in law, sister in law, son in law or daughter in law if the employee is scheduled to work that day.~~(Now included under B.)

2. Article 9 Holidays:

- a. Provide Time and One Half for time worked on all holidays for all employees (including Part Time Under and Casual Employees).
- b. Add Easter Sunday as a paid holiday.
- c. The Christmas Day Holiday shall be deemed to begin at the start of the day shift on Christmas Eve, December 24<sup>th</sup>.

3. Article 32 Paid Time Off:

Delete last sentence referring to \$2.00 per hour bonus for part under employees working on a holiday (see proposal for Article 9A above).

4. Paid Time Off Addendum:

- a. Increase the PTO accrual rate by 16 hours per year at all levels.
- b. Add: PTO shall accrue on all compensated hours including Overtime hours and Call hours.
- c. ELIP- In the event of a birth or adoption, provide a one-time additional contribution of 30 days ELIP. Adjust the policy to waive normal ELIP cap for one year after the birth or adoption of a child.

5. Article 18 Health Insurance:

**A.** The Medical Center shall provide to all eligible employees (including all full time and part-time over employees) covered by this contract the health insurance plan or plans that are made available, from time to time, to non-contract employees of the Medical Center. In addition, the Medical Center shall provide all eligible employees the option to enroll in the Amalgamated Health Insurance Platinum and Gold Plans, during open enrollment. Employees shall be eligible for such coverage on the first day of the month following the month in which they are hired.

**B.** The premium structure shall be as follows:

~~For full time and eligible part time employees who select single subscriber coverage, the Medical Center will pay eighty percent (80%) of the premium then in effect. For full time and eligible part time employees who select family coverage, the Medical Center will contribute what it contributes in dollars at any given time towards the single subscriber contribution plus an additional two hundred dollars (\$200). For example, if the full premium for single coverage was five hundred dollars (\$500) and the Medical Center was paying 80% of that (\$400), the employee selecting family coverage would have that four hundred dollars (\$400)~~

Option A: The High Deductible/H.S.A. Account:

CRMC will pay as follows

Employee: 100%

EE and Spouse: 85%

Single + Children: 85%

Family: 85%

Option B: Amalgamated Platinum and Gold Insurance Plans and any other plans established by CRMC:

CRMC will pay as follows

Single: 90%

Single + 1: 85%

Single + Children: 85%

Family: 85%

~~plus an additional two hundred dollars (\$200) for a total of six hundred dollars (\$600) applied by the Medical Center to its share of the family cost.~~

~~employees who desire either single or family coverage will be expected to pay the difference between the full premium and what the Medical Center will be paying as set forth above.~~

C. The Medical Center reserves the right to adopt an additional health plan or plans in addition to the plan that it designates as the base plan and Amalgamated Health Insurance Plans in connection with plans offered to non-contract employees. The Medical Center shall have the right to establish and subsequently modify, from time to time, the design of that plan or plans that are offered in addition to the base plan. The Medical Center may also establish the premium structure and subsequently modify same from time to time for the plan or plans that are offered in addition to the base plan. The Medical Center reserves the right to unilaterally discontinue any or all of these additional plans offered above and beyond the base plan and the Amalgamated Health Insurance Plans.

D. Employees participating in the High Deductible / H.S.A. Plan will have H.S.A. contributions made each year on January 1<sup>st</sup> and July 1<sup>st</sup>. H.S.A contributions will be at least 50% of the deductible amount (for those who are eligible and receive both contributions) but will be no less than \$500 per contribution for employees electing employee-only coverage and no less than \$1,500 per contribution for employees electing dependent coverage. New employees who are hired shall receive a pro-rated H.S.A contribution, based on the date on the month in which they become eligible to participate in the insurance plan.

6. Article 19 Disability Insurance:

The Medical Center will provide full-time and part-time over employees with disability insurance under its current plan during the term of this Contract.

7. Article 20 Pension:

~~The Medical Center shall provide to eligible employees covered by this contract the~~

~~pension plan that is made available, from time to time, to non-contract employees of the Medical Center.~~

- A. Effective January 1, 2020, CRMC agrees to participate in the Twin City Hospital Workers Pension Plan.
- B. Pension contributions to the Twin City Hospital Workers Pension Fund shall be \$.67 per hour.
- C. The Medical Center shall pay from the effective date of this Article or the employee's date of hire (whichever is later) to said pension fund, the above amount for each hour worked by each employee covered by the terms of this Agreement. Payment shall be made periodically for periods not to exceed one (1) month, at such times as shall be agreed to between the parties. In computing and determining the number of hours worked by any employee under this Article, all time off from work on paid sick leave, paid jury leave, paid bereavement leave, paid holidays paid vacation or any other compensated hours shall be counted as hours worked by the employee. The Hospital shall furnish the following information to said pension plan: Employee name, address, date of hire, initial date of participation in the plan (effective January 1, 2020), birth date, and social security number. The Hospital shall also furnish to the pension fund on a monthly basis a list of all hours worked by each compensated employee covered by this Agreement.
- D. The payments made shall be used to provide pension benefits for covered employees and shall apply to employees retiring on or after January 1, 1966. The amounts paid to the pension fund shall be held in trust for the exclusive benefit of all covered employees.
- E. The pension fund shall be administered by a Board of Trustees initially consisting of six (6) members. Three (3) shall be designated by the Union and three (3) by the Hospitals' Representative, Metropolitan Healthcare Partnership (MHP) or a successor entity designated by the participating hospitals. In the event other

hospitals, not members of MHP or a successor entity designated by the participating hospitals, become contributing employers to the pension fund and there is agreement that such hospitals shall be represented on the Board of Trustees, the number of trustees shall be modified to provide for such representation; provided, however, that in all events the number of Union trustees shall equal those designated by the Hospitals. All action of the trustees shall be by unit vote with the Hospital trustees collectively casting one (1) vote and the Union trustees collectively casting one (1) vote. The parties shall forthwith amend the provisions of the existing Pension Trust Agreement and Pension Plan to incorporate the changes in the method of administration provided in this Section. There shall be an annual meeting of the trustees and such other meetings as they may determine. An annual audit of the pension fund shall be conducted by a certified public accountant, who shall be selected by mutual agreement of the Union and the Hospitals. If no such selection has been made within sixty (60) days of the date hereof, selection shall be made by this Board of Arbitration. The trustees shall apply all funds received pursuant to this Article exclusively to provide pension funds, except such disbursements as are specifically provided for herein. They shall serve without compensation, but may be reimbursed for actual and necessary expenses incurred in connection with their duties as trustees. They may authorize payment of reasonable expenses of administration of the fund, including such fees and services as are directly related to the pension fund.

- F. Employees covered by this Agreement shall automatically be members of the pension fund upon submission by the Employer to the pension fund of such information as may be necessary for pension purposes. The trustees thereupon shall certify the facts of such membership to the Hospital and the covered employee. No application, enrollment or other kind of action shall be required of any such employee as a condition to coverage or membership within the pension fund.
- G. Any unresolved dispute arising out of the action, or inaction, of the trustees, or the

operation of the pension fund, shall be submitted to arbitration upon prompt written notice by the parties. Such notice shall set forth the nature of the dispute and request submission thereof to a neutral arbitrator. The effect of any proposed action by the trustees, or any proposed operation of the pension fund shall be suspended, upon giving such notice, until determined by the neutral arbitrator. The neutral arbitrator shall be designated by agreement of the parties. If not agreement is reached on the selection of the neutral arbitrator, the arbitrator shall be selected from a list of eleven (11) neutral arbitrators to be submitted to the parties by the Federal Mediation and Conciliation Service using the panel for the Metropolitan Minneapolis/St. Paul Area in the fashion as a neutral arbitrator is selected using Step 3 of Section 7(C) of this Agreement. The remaining person shall then serve as the neutral arbitrator. The decision of the neutral arbitrator shall be final and binding on all parties. The fees and expenses of the neutral arbitrator shall be paid as an expense of administration of the pension fund.

- H. 401(k) Contributions. All full-time and part-time over employees are eligible to participate in the Medical Center's 401-K plan and shall be automatically enrolled into the plan upon hire. The Medical Center shall provide a non-elective contribution in the amount of 2% of an employee's gross earnings, into every eligible employee's 401-k account after they have worked 1,000 hours. 401-K contributions will be made each pay period and shall be deposited into the accounts within one week of each pay date. Employees shall be immediately vested for any employer contributions to the 401-K.

8. Article 24 Uniform

An employee, as determined by the Medical Center, who is required to wear a uniform (~~scrub uniform~~), shall receive a uniform allowance as noted below. This allowance shall be paid twice each year on the first payroll in April and the first payroll in October:

Full-Time - ~~\$65~~ \$130

Part-Time - ~~\$50~~ \$100 (includes weekend only staff)

Casual - ~~\$12.50~~ \$40

Employees who receive this allowance to purchase new uniforms or work shoes must use the dollars set forth above to make such purchases. Employees will be expected to follow the dress code which includes neat, clean and tatter-free uniforms. Employees who are not required to wear a specific uniform (ex: Business Office Employees) will be provided \$50 toward the purchase of work shoes or CRMC branded apparel to wear in the course of their work day.

9. Article 25 Life Insurance:

- A. The Medical Center shall make available to full-time and part-time over employees the same life insurance plan that is made available from time to time to non-contract rank and file employees of the Medical Center. The Medical Center will provide \$50,000 worth of life insurance to eligible employees at no cost.
- B. Part-time employees working less than forty (40) hours per two (2) week payroll period are not eligible for life insurance benefits.

10. Article 26 Dental Insurance

- A. The Medical Center will pay the cost of the premium of single coverage and 50% of family coverage for full-time and part time-over employees.
- B. A full-time employee and part time over employees shall be eligible the first of the month after completing sixty (60) days of employment with the Medical Center.

11. Article 31 Deferred Compensation (replaced by new Article 20 H.)

12. New Article: Training and Education:

- A. All employees shall be eligible to participate in any employer education reimbursement benefit programs that are offered to non-bargaining unit employees on the same basis as all other eligible employees.
- B. Full-time and part-time over employees who are certified will be also be eligible for reimbursement of up to \$500 for any tuition, required fees, books, workshop

attendance, CEUs or any professional association membership fees related to maintaining their professional certification.

- C. Any education required by the Medical center subsequent to employment shall be provided during hours compensated pursuant to the Agreement and with the expense thereof paid by the Medical Center.

13. Article 7 Hours of Work:

- C. Employees working the normal 8/80 work pay period will be paid at one and one half (1 1/2) times their regular hourly rate for hours worked in excess of eight (8) hours in one day, or eight (8) consecutive hours, or eighty (80) hours in a two week pay period, unless the time is subject to a higher premium payment. If an employee is called back to work within 30 minutes of leaving a scheduled shift, the hours worked will be considered continuous for the purpose of calculating overtime according to this provision. This does not apply to individuals who are on-call.

For employees electing the alternate work schedule (under Article 7 Sections R and S), the work pay period will be set on the basis of forty (40) hours worked during any one week. If such schedule is worked, no overtime will be paid for time worked in excess of eight (8) hours in a workday. An employee who works in excess of their normal alternate work day schedule- either ten (10) or twelve (12) consecutive hours- shall be paid at one and one half (1 ½) times their regular hourly rate for such excess hours. Any hours worked in excess of forty hours per week will also be paid at time and one half (1 ½).

14. Article 7 Hours of Work (new section T)

There shall be no mandatory Over Time work requirements at the Heartwood Assisted Living Center.

15. Wages: Article 8 (A)

*New Appendix A (see attached) includes a 15-year wage step scale for all non-engineering wage scales. A new skilled maintenance wage scales include a 7-year wage step scale. The new scale takes the current top step and moves it to the 15-year step on*

*the shorter scale and the ten-year step is moved to year 8.*

*On the skilled maintenance scale, the start rate and top step are the same on the compressed scale with the same cents per hour progression for each of the new steps.*

Across the Board Wage Increases on October 1 of each year of the contract: 9%

16. Shift Differentials: Article 8 (B)

1. Employees who perform work during an evening shift will receive an evening shift differential pay of \$1.00 per hour. An evening shift is one which begins at 3:00 p.m. or later and ends at 7:00 a.m. or earlier. The evening shift differential will be paid for any full shift where 50% or more of the hours scheduled occur after 3:00pm and before 11:00pm.

Employees who perform work during a night shift will receive shift differential pay of \$1.20 per hour. The night shift differential will be paid for any full shift where 50% or more of the hours scheduled occur after 11:00pm and before 7:00am.

Employees who perform work during any of the 6 weekend shifts shall receive weekend shift differential pay of \$1.00 per hour. The weekend shift differential will be paid starting with the Friday evening shift at 3:00pm and will end at 11:00pm on Sunday evening.

For employees in Unit II the differentials will be \$2.00 per hour for the evening shift, \$3.00 per hour for the night shift, and \$3.00 per hour for the weekend shifts.

2. ~~If an employee's shift begins prior to 3:00 P.M., shift differential pay will be calculated as follows:~~

~~Less than 4 hours~~

~~Regular Pay~~

~~at 3:00 P.M.~~

~~hours, but less than 6~~ Shift differential for the hours worked  
~~past 3:00 PM.~~ and any fractional part

6 or more hours past Shift differential for the entire shift.

1. If a shift begins prior to 7:00 A.M. and more than four (4) hours are worked before 7:00 A.M. the shift differential will be paid for the entire shift.
2. Employees scheduled to regularly work an evening shift or a night shift will be eligible for shift differential pay during authorized vacation, holiday, and sick leave hours.
3. Employees that work alternate shifts will not be eligible for shift differential pay during vacation, holiday and sick leave hours.
4. Overtime premium will be based on the average rate of pay earned on regular hours during the pay period including shift differential.

17. Call Pay: Article 8 (C)

Employees required to be on-call (off premises) shall be paid at ~~three dollars and seventy five cents (\$3.75)~~ four dollars and twenty-five cents (\$4.25) per hour. Effective with the first full pay period commencing closest to October 1, ~~2019~~ 2014, the on-call rate shall be seven dollars and twenty-five cents (\$7.25) per hour ~~four dollars and 00/100 cents (\$4.00) per hour.~~ Effective with the first full pay period commencing closest to October 1, 2015, the on-call rate shall be ~~four dollars and twenty five cents (\$4.25) per hour.~~ If called to work, the employee will receive the minimum of two (2) ~~one (1)~~ hour's pay at his/her regular rate of pay plus any appropriate premium pay. ~~Surgical Techs~~ All employees will receive one and one-half (1½) times the employee's hourly rate of pay for callbacks from on-call status that causes the employee to return to work after the OR department's regular schedule ends and to the beginning of the OR department's regular schedule start time. This premium will only be paid after the employee has clocked out and is in on-call status and this premium will not be

pyramided with overtime.

For clarification purposes only: Emergency employees who are required to perform back up call (and thus to be on call with the truck) shall be paid at their normal hourly rate of pay for the time performing back up call.

The employer agrees to establish a joint committee to make recommendations to improve the apartment call rooms. Such improvements to the apartment call rooms will be completed by December 31, 2019. The employer also agrees to provide 4 call rooms for staff use, on campus, as part of the Eastside Remodling project and will work with the joint committee to ensure the accommodations are comfortable and reasonable.

18. Differentials: Article 8 (D)

1. Employees who are trained and certified as Respiratory Therapy Technician and Paramedics may use those titles and shall then be eligible to receive the differential of \$1.75 per hour for this additional training and certification.
2. Employees assigned by the Medical Center to function as a TMA (Trained Medication Aide) shall receive a differential of one dollar (\$1.00) per hour for hours worked as a TMA. TMA's shall be paid the \$1.00 per hour differential for all hours worked, regardless of whether or not they are assigned to medications.
3. An employee employed as a Medical Secretary who is a graduate of an accredited Medical Secretary Program shall receive a differential of twenty- five cents (\$.25) per hour.
4. Employees in the Engineer classification who are selected by the Employer and complete the following training programs will receive an additional ~~twenty five cents (\$.25)~~ one dollar \$1.00 per hour above their rate of pay once that employee has successfully completed the applicable training program:

Steris Corporation Amsco Eagle 3000 State 3 Steam & Century  
Sterilizer Workshop

Mitel technical Training SX-2000 Light Moves, Adds, and Changes.

EPA Universal refrigerant card

Alerton IV software course

5. Pharmacy Technicians who achieve a certification which has been approved in advance by the Medical Center shall receive an additional ~~fifty cents (\$.50)~~ one dollar (\$1.00) per hour above that employee's rate of pay once the employee has successfully completed all of the requirements for certification and has provided appropriate documentation supporting the achievement of this certification.
  6. With the advance approval of the Medical Center, when a Switchboard or Receptionist in Financial Services is trained, scheduled and assigned time or shifts as an Admitting Clerk (or when an admitting clerk is trained, scheduled and assigned time in switchboard or receptionist), that employee shall receive an additional twenty-five cents (\$.25) per hour above the employee's regular rate of pay for time worked ~~as an Admitting Clerk~~ in the alternate job classification.
  7. When employees in the Care Center work short, they will be eligible for a \$1.00 per hour (\$1.00) "challenge pay" differential.
  8. Employees in Materials Management who are assigned to work as a Courier for the medical center, will receive an additional \$.50 per hour for the time spent working as a courier.
  9. In the home health department, on weekends, employees can calculate mileage from their home address.
19. Minimum Hours: Article 8 (E)

Employees required to report for work will be guaranteed at least four (4) hours pay except when they are called to work pursuant to paragraph C above, for emergency drills, or for in-service education. They may waive this in writing in the event they desire to work less than four hours. ~~Employees who work for the Home Health Department of~~

~~the Medical Center shall be exempt from this provision.~~

20. Experience Credit: Article 8 (G)

Effective November 1, 2016, when an individual is hired that person's prior experience and qualifications shall be evaluated at the time of employment and he/she shall be assigned such credit on the pay scale for prior experience as the Medical Center deems reasonable at the time. For job classifications for which the employer offers experience credit, new employees shall not be hired above the 8-year wage step. Experience shall be given at 100% for healthcare related job experience to the position being applied for, to the maximum 8-year cap. Experience shall be given at 50% for non-healthcare related job experience for the position being applied for, to the maximum 8-year cap. For job classifications in which the employer has not previously offered experience credit and chooses to offer it in the future or if the Medical Center offers an employee experience credit, all employees in that classification will receive credit as defined above. The employer shall send the Union a list of those individuals/job classifications that will receive experience credit.

The parties agree to Review /Grant Experience Credit to current employees in any job classification in which the employer granted experience credit to new hires since 2016. The review process will be completed before December 31, 2019 and any wage adjustments will be made retroactive to October 1, 2019.

21. Job Transfers: Article 8 (J)

"In the event of a change in job classification, the employee shall receive a wage rate in the new classification based on their length of service with the employer (same step to same step), regardless of whether the such new rate is greater or less than the rate in the old classification. Provided, however, that in the event of a voluntary change in classification where the lowest rate of the new classification is equal or exceeds the highest rate of the old classification, the employee shall be placed at the lowest increment of the new classification and will accrue further increments from the date the employee began work in said new classification.

- ~~1. — Employees transferring to a job classification with a lower wage scale within their own unit or to the other unit shall stay at the same yearly wage increment step and shall retain hours earned for his/her last step increase and shall then move to the next step upon reaching the requisite number of hours.~~
- ~~2. — Employees transferring to a job classification with a higher wage scale within their own unit or to the other unit shall be placed at the increment step of the new job that is closest but not less in wage to the wage held prior to the transfer and shall at the time of assuming the new position begin accruing hours for movement to the next step.~~
- ~~3. — Employees in Unit #2 transferring to a different job classification within that unit (but not to Unit #1 or Unit #3) shall stay at the same yearly wage increment step.~~

22. Lead Pay: Article 8 (M):

Employees who are not full time leads but who are assigned to precept students or to orient/train new hires shall be paid the lead rate of pay for hours spent performing this work.

23. Article 8 Wages: add new section: Wage Assessments

“CRMC, the Employees, and the Union agree that the Assessment Process will be undertaken by a joint labor-management committee, if any two of the following triggering events, or less than, if agreed to by the Union and CRMC, have occurred at the same time during the term of the Agreement:

- a. The employee turnover rate for any job classification at CRMC exceeds 20% for the preceeding 12 months.
- b. The time required by CRMC to fill any open positions for a job classification exceeds 60 days.
- c. The wages paid by CRMC for any job classification is lower than the wages paid in the market (based on an agreed upon survey) by 2% or more for any of the the starting rate, midpoint or maximum wage range data points.

- d. The wages paid by CRMC for any job classification are lower than the average wages paid by any acute care facility/skilled nursing home or emergency services provider located within 60 miles of Crosby, MN by 2% or more.
- e. CRMC uses employees from outside of the job classification (or through an agency) for the first time.”

24. Review address the following wage scales for market adjustments above ATB proposals below:

- a. LPN Scale- Review market data and adjust
- b. Surgery Tech Scale (add a certified Surgical Tech Scale \$\_\_\_\_\_ hour above the current surgery tech wage scale)
- c. MLT/MLS Lab Scales- Review market data and adjust
- d. CCUA Scale (for certified CCUAs and Hospital NARs) move to Grade 6
- e. CCUA’s who are qualified and scheduled to do telemetry, shall receive a \$1.00 per hour differential.
- f. Central Supply: Add a premium or new job classification to reflect the different role performed member \_\_\_\_\_
- g. Admissions- Employees who are trained and qualified to work in more than 3 areas shall receive a premium of \$.50 an hour.
- h. Classifications working with Excellian more than 50% of day to receive a one time \$.50 per hour wage scale adjustment to reflect the complexity of the new work.
- i. Engineering: Add a new HVAC/Refrigeration Specialist Job Description at Grade 13.
- j. The weekend only Senior Housing Assistant “Weekend Only” should move from Grade 9 to Grade 10 to reflect the new certification requirement.