

CRMC's SEIU Contract Proposal #1

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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 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.

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

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 7O: Change wording to, "The Department supervisor shall finalize the employee work schedules, with assistance from leads, coordinators and/or supervisors when applicable."

Article 8D: Add "EVS employees who are trained and certified with CHEST certification shall receive a shift differential of 50 cents (.50) per hour for hours worked. Classes will be offered when class size is 6 employees or more and classes will be held at the discretion of the EVS Director. The decision to hold classes will be made based on staffing levels and availability of the EVS Director to hold classes." TA

Remove Article 8D4: No longer applicable (Engineer training programs)

Article 10B: Bid period to be 5 days versus 1 day twice per year.

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."

Article 15F: Union vacancies will be posted on the CRMC website for 4 full business days (posted 5 business days if not posted by 8:00AM on day 1).

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 17A Step 2: Change title from Executive Director of Human Resources to Chief Human Resources Officer

Article 25B: Change wording to "Part time employees hired for less than forty (40) hours" versus working less than forty (40) hours

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

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.

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).

Add to Article 6 Under Definitions? Add Lead Definition: Lead duties may consist of a variety of duties and will vary depending on the needs of the department. Duties may include, but are not limited to, directing and checking the work of others, assistance with orientation/training/competencies, coordination of the workflow among employees within the work area, provide technical or functional direction and support to staff, inform management on operational needs of the department, and/or assisting with scheduling within the department under the direction and approval of leadership. Leads do not serve as supervisors and therefore do not handle PTO request approvals, schedule changes that involve additional hours or overtime, coaching of staff, correction action, and/or performance evaluation.

Add to Article 6 Under Definitions? Add Coordinator Definition: Coordinator duties may consist of a variety of duties and will vary depending on the needs of the department. Duties may include, but are not limited to, coordination of a program or service under the direction of leadership. Lead duties may also be incorporated into Coordinator positions in departments that do not have a lead position. Coordinators do not serve as supervisors and therefore do not handle PTO request approvals, schedule changes that involve additional hours or overtime, coaching of staff, correction action, and/or performance evaluation.

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.

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



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)