

CRMC UNION TRIBUNE

BARGAINING UPDATE #5 • OCTOBER 2, 2019



The union bargaining team was in good spirits on Wednesday, October 2 and prepared to stay late for negotiations in the interest of getting a deal. We spent several hours in joint session discussing proposals with the management team and made some meaningful progress on a handful of items but did not get anywhere close to an agreement. We will provide details of the progress below and you can review the full content of CRMC's proposal (which was provided in writing) on our website at seiuhealthcaremn.org/crmcbargaining2019. Management requested that the parties return to negotiate on Monday, October 14 to make more progress and, while frustrated, we agreed to do so. In the meantime, all members should know that we remain very far apart on our top priority items: **Wages, Health Insurance and Retirement Plans!**

As promised, we will submit the last proposal from CRMC management to all members for a vote next week on Tuesday, October 8 and Thursday, October 10. The bargaining team is unanimous in recommending that members reject the proposal and is asking members to authorize a one-day "Unfair Labor Practice" strike to show the management team they should take our proposals more seriously.

VOTING DETAILS:

Voting will be conducted, by secret ballot, across all three bargaining units: service workers (unit 1), technical and skilled maintenance workers (unit 2), and business office clerical workers (unit 3). Members do not need to show photo ID to vote but are required to be in good standing with their union membership. Voting must be in person (no absentee ballots are permitted) and members need to sign an official register to receive a ballot. Only one ballot will be provided to any member. The votes will be tallied separately by unit at 6pm on October 10 and any member who wants to attend and observe the

count is welcome to do so. All three units must agree to a contract for it to be considered ratified. Any authorization of a one-day ULP strike must be approved by a majority of any bargaining unit or combination of bargaining units that chose to participate.

The ballot will offer members four choices: Accept Employer Option #1, Accept Employer Option #2, Reject Both Employer Options, Reject Both Employer Options and Authorize the Bargaining Committee to call a one-day ULP strike, if needed.

If members authorize a one-day ULP strike, we will submit a request to our union's Executive Board to provide strike funds to replace any lost wages of any actively picketing striker who participates in the one-day ULP strike. We fully expect that request to be approved. Because the vote is to authorize an "Unfair Labor Practice" strike, permanent replacement of strikers is not permitted.

Please be advised that the union bargaining team will conduct a second vote before issuing a legally required 10-day strike notice if CRMC management provides a meaningfully different proposal to us on October, 14. While we are recommending that all members cast a ballot to reject the proposal AND authorize a one-day ULP strike, we encourage all members to vote based on your personal convictions. We want to show management the full support of our union before returning to the table, but we do not believe it is helpful for members to vote to authorize a one-day ULP strike, if you are not prepared to do so.

Bargaining team members are available to discuss the proposals, the voting process or any other questions you might have over the coming days and lead negotiator Jamie Gulley, our union president, will be on site for questions during the voting periods next week.

CRMC UNION TRIBUNE: BARGAINING UPDATE

VOTING TIMES/LOCATIONS:

We plan to offer two full days for members to vote on the final offer we got from Wednesday, October 2. Here are the details:

Tuesday, October 8:

- Cornerstone Lounge: 6:00am – 6:00pm
- Breezy Point Clinic Breakroom: 7:30am – 9:00am

Thursday, October 10:

- Heartwood/Hallett Breakrooms: 6:00am – 9:00am
- Cornerstone Lounge: 9:00am – 11:00am
- Business Office Breakroom: 11:00am – 1:00pm
- Baxter Clinic Breakroom: 11:00am – 1:00pm
- Heartwood/Hallett Breakrooms: 1:30pm – 3:00pm
- Cornerstone Lounge: 3:00pm – 6:00pm

Ballots will be counted at 6pm.

BARGAINING DETAILS:

On Wednesday, October 2, we reached tentative agreements to clarify two scheduling items in Article 7. One relates to limiting the number of scheduled shifts full-time nursing employees can be scheduled to two (meaning no one can be scheduled a day shift, evening shift and night shift in one single pay period). The second TA relates to a clarification that department managers are responsible for schedules but that "Leads," "Coordinators" or other designated employees can help draft schedules. CRMC management also agreed to add one occurrence to the attendance policy before coaching begins (from 3 to 4) and extends the disciplinary count from 6 to 7 before final disciplinary action is taken. This was not our preference for improving the policy, but we agreed to it.

The employer improved their economic proposal in the following ways:

They continue to offer two options for members. Both options include improvements to bereavement leave, provide holiday pay at time-and-one-half for all employees on six holidays, midnight to 11:59pm, and change the twice per year H.S.A contributions to quarterly (which is better, especially for new hires).

Option #1: includes market adjustments for a handful of classifications they consider below market (see proposal on website) and across the board wage increases of 1% in year one, 1.5% in year two and 2% in year three for all members.

Option #2: includes the same market adjustments for a handful of classifications they consider below

market, a handful of additional special pay adjustments (see below and on website), but lower across the board wage increases of .5% in year one, 1% in year 2 and 1.5% in year 3.

The special pay increases included in option 2 include: \$.25 increase in evening shift differentials, \$.50 increase in night shift differentials, Call Pay increases, uniform allowance increases, and a few more. For the full list please see the website.

CRMC continues to drag their feet on simple union proposals, including the right for members to elect one safety committee member through their union (even though state law requires 50% of safety committee members to be selected by co-workers, not management) and they have yet to provide a meaningful proposal to stop the mandatory shift assignments that are making life miserable for staff at Heartwood. They also have refused to agree to experience credit for wage scale placement for current members hired before 2016, even though they are offering new hires experience credit, meaning some members are training in new hires who make more than they do.

We are making progress, but we ask all members for the following:

1. Please vote next week and let us know how you feel.
2. Show support for our union bargaining team by wearing union buttons or lanyards as we work for the contract we really deserve.
3. If you have questions about the proposals or our vote, ask a bargaining team member.

We have come a long way, but we have a long way to go before we get the contract we deserve!

In Solidarity,

Your Union Bargaining Team

- Dietary: Kathy Meyer
- Lab: Roseann Mackenthun, Jennie Riles & Kim Bakke-Schulte
- Heartwood: Jenna Lundquist
- Care Center: Jennie Hatcher
- TMA/CNA: Angela Visnovac
- Surgical Techs: Kayla Schwankl & Kyle Bartels
- Environmental Services: Joey Decent
- Central Supply: Sheila Stine
- Claims Department: Justin Colburn
- Dept. Secretary: Krista Kommer
- Radiology Department: Diane Christensen & Chad Hage
- Skilled Maintenance: Craig Guerra
- Emergency Department: Matt Lacy & Darrell Dwire