

SEIU HEALTHCARE MINNESOTA **CRMC UNION TRIBUNE**

BARGAINING UPDATE #10 • OCTOBER 30, 2019



As mentioned in yesterday's update, the SEIU bargaining committee reached a Tentative Agreement for a new contract on Monday.

The proposed contract meets many, but not all of our goals. We believe it also represents the best deal possible short of a work stoppage and that the deal is substantially better due to the activity and engagement of the full membership at CRMC in support of our team. We recommend that members vote Yes to ratify the tentative agreement.

Some of the highlights include:

- Across the Board Wage Increases of 2% each year, with backpay to October 1, 2019.
- Additional Market Adjustments to more than a dozen job classifications.
- Holiday pay for hours worked on the six recognized holidays (and a floating holiday pay day on Christmas Eve, New Year's Eve or Easter Sunday).
- In April, 2020, there are scheduled increases to call pay, a new overnight differential of \$1.00 an hour, an increase in uniform allowance that will apply to all employees, increased pay rates for employees who receive certification in several job classifications as well as differential increases for TMAs in the Care Center and in skilled maintenance.
- Beginning January 1, 2021, .9 FTE employees will receive full time benefits



for Dental and LTD insurance.

- In addition, there are improvements to the sick leave policy and many areas of our contract from vacation scheduling to signing up for extra hours, a new process for Leaves of Absence, a new health and safety article, a respectful workplace clause and more.
- We also reached an agreement through a letter of understanding to review and address issues around experience credit for current employees, call rooms for staff who work on-call, and more.

The full details on proposed changes to the contract will be available for three days prior to voting on the contract.

A copy of the Tentative Agreements that were reached on Monday are now available on our website: seiuhcmn.org/crmcbargaining2019. We will compile the agreements into a single document for your review and will add it to the website on Thursday.

Members should take the opportunity to review the changes and discuss them with bargaining team members and with each other before voting next week. The agreement is a compromise and all members are encouraged to vote your conscience next week to accept or reject the proposed contract. Voting will be between 6:00am and 6:00pm on Tuesday, November 5 and Wednesday, November 6.

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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 6:00pm on November 6 and any member who wants to attend and observe the count is welcome to do so. All three units must agree to the proposed contract for it to be considered ratified. Any authorization of a 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 two choices:

- Accept the Tentative Agreement, or
- Reject the Tentative Agreement and Authorize the Bargaining Committee to call a strike if needed to get CRMC management to return to negotiations.

VOTING TIMES/LOCATIONS:

We plan to offer two full days for members to vote on the final offer we get next week on Tuesday, November 5 and Wednesday November 6. Here are the details:

Tuesday, November 5:

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

Wednesday, November 6:

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)

If you have any questions about the contents of the Tentative Agreement, please feel free to talk to a bargaining team member, or email or call our lead negotiator Jamie Gulley at (651) 261-7348 jamie.gulley@seiuhcmn.org. Jamie will also be on site at the Cornerstone Coffee Shop this Friday, November 1 from 10:00am – 3:00pm to answer questions.

In Solidarity,
The Union Bargaining Team

