

CRMC and SEIU Healthcare Minnesota
CRMC's Updated Economic Package Proposal
Updated 10/14/19

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4:35pm

In response to the Union's Economic Proposal dated 10/14/19, the Employer has revised its Economic Proposal as follows.

The Employer's Revised Economic Proposal contains to parts.

PART I: The first part includes the following alternative increases:

Option #1—Higher Across-the-Boards

- Year 1: **2.0% for all** + **.6% Select Market Adjustments** (CRMC proposed on 9/30)
- Year 2: **2.0% for all**
- Year 3: **2.0% for all**

Option #2—Lower Across-the-Board Increases Plus "Add-Ons"

- Same increases in Option #1 less .5% for "add-ons":
 - o Year 1: **1.5% for all** + **.6% Select Market Adjustments** (CRMC proposed on 9/30)
 - o Year 2: **1.5% for all**
 - o Year 3: **1.5% for all**
- And Include the following "add-ons" [at a cost of approximately .5% per year]:
 - o Call Pay increased by \$.50
 - o Additional \$40 per year for clothing/shoes for all unit members
 - o Evening Shift Differential increased by \$.25
 - o Night Shift Differential increased by \$.50
 - o Addition of HVAC EPA card differential & electrician license differential
 - o CCUA new wage scale proposal to grade 6
 - o **Surgical-Related Call Pay increased to \$7.25 per hour (Rad Tech, Surg Tech, & CS Tech)**
 - o Ambulance employees (EMTs/Paramedics) receive \$7.25 per hour when notified of a 5 minute-call response.
 - o CS Tech Time and One Half Call Back
 - o Certified CS Tech Scale Addition- Create higher grade, \$1.00 more per hour per step
 - o Certified Surg Tech Scale Addition- Create higher grade, \$2.00 more per hour per step
 - o **Senior Housing Assistant weekend only move to grade 10.**

Option #3—Lower Across-the-Board Increases Plus LTD and Dental at a .9 FTE

- Same increases in Option #1 less .5%:
 - o Year 1: **1.5% for all** + **.6% Select Market Adjustments** (CRMC proposed on 9/30)
 - o Year 2: **1.5% for all**

- o Year 3: **1.5% for all**
- **And agree to offer LTD and Dental to employees at a .9 FTE** [at a cost of approximately .5% per year].

PART II: The second part of this package includes the following other economic items:

Other Economic Items (per earlier proposals):

- Expanding funeral leave benefit
- Expanding holiday pay to time-and-one-half and expanding the time to be all day
- Small increase in health insurance anticipated
- Expanding dental insurance coverage
- Expanding health insurance tier 2 coverage for preventative services
- Adding a new wellness plan with incentive
- Adding a voluntary vision plan
- Quarterly submission of HSA contributions for qualified members

New Economic Items that Applies to Both Option #1, Option #2, or Option #3

- **One floating holiday (paid at time-and-a-half) for Christmas Eve or New Years Eve beginning at or after 2:00 p.m. until 11:59 p.m. or on Easter beginning at midnight until 11:59 p.m.**

Other LMC/LOU Issues:

- **At LMC meetings during the term of this Agreement, CRMC and the Union agree to discuss the following items: (1) experience credit for current employees; (2) market wage increases during the term of the contract; and (3) improvements to the call room.**

**Any increases would be effective on the first day of the first pay period following ratification of the new contract.*

**Note: Any pay changes that require changes to KRONOS will be effective when the Employer's vendor can implement the change.*

The Employer reserves the right to add to, amend, change or withdraw items from this proposal.