

CRMC Union Contract Proposal October #4

Date: October 14, 2019

Time _____

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

The following is a package proposal

Our proposal includes:

- All prior signed Tentative Agreements
- A renewal of any and all Letters of Understanding that have not been inserted into CBA, or otherwise addressed
- An agreement that CRMC will change the absenteeism policy to provide one additional day before coaching begins and at each level of the progressive discipline process

Non-Economic Proposals:

1. Article 7 Hours of Work and Overtime: with the advent of Chronos system we would like to discuss new language for:

E. How extra hours (including OT) are awarded:

"Overtime shall be distributed as evenly as possible to all employees who are qualified to perform the duties required, irrespective of seniority. Extra hours shall be offered to all employees, after the schedule is posted. The original schedule will indicate known holes in the schedule. Employees will be given the opportunity to make known (via email or an availability list) their interest in working extra hours. For the first 5 days after the schedule is posted, overtime will be offered as follows, from those indicating availability:

- 1) non-overtime, most senior employee in the job classification).
- 2) overtime, most senior in the job classification.
- 3) non-overtime, most senior qualified employee outside of a job classification.
- 4) Overtime, most senior qualified employee outside of a job classification.

After 5 days, the holes have been filled, any remaining holes will be filled on a first come first served basis, from among the qualified employees, irrespective of seniority.

2. Mandatory Shifts at Heartwood:

Effective immediately, and during periods of time when the facility is understaffed, a bonus will be provided to employees who agree to work an extra shift at Heartwood (including both mandated extra shifts and voluntary extra shifts). The bonus will be \$25 for up to 6 hours of work and \$50 for picking up 6 hours or more. The extra shift and bonus will be offered to all qualified employees, including those who work primarily at

the Care Center. If the employer is unable to fill extra hours, even after offering the extra shift bonus, and a mandated employee is unable to stay, the manager will cover the shift. Care Center employees will be permitted to add their name to the casual list at Heartwood, with a commitment to work one shift per month, rather than two, in order to encourage volunteers.

3. Article 17 Grievance Procedure: Modify- mostly for clarification purposes, as follows:

A. Any dispute relating to the interpretation of or adherence to the terms and provisions of this Agreement, shall be handled as follows.

On a case by case basis, the time limits outlined in this Article may be extended by written mutual agreement of the parties as entered into between a Union Steward or Union Representative and the Director of Human Resources or designee.

Step 1: The employee shall discuss the grievance with his/her immediate supervisor in an attempt to resolve the issue. This discussion may also include a Union Steward or Union Representative.

Step 2: Written Grievance: If the grievance is not resolved in Step 1, it shall be submitted in writing to the Medical Center, shall specify in detail the alleged violation of the contract, and shall be received by the Executive Director of Human Resources no later than fifteen (15) calendar days following the date of the occurrence. Grievances relating to compensation shall be timely if received by the Medical Center no later than fifteen (15) calendar days following the date of receipt of the check by the employee. Following receipt of the written grievance by the Medical Center, representatives of the Medical Center and the Union shall meet in an attempt to resolve the grievance. Subsequent to the meeting between the representative of the Medical Center and the Union, the Medical Center shall present a written answer to the grievance within fifteen (15) calendar days from the date of the Step 2 grievance meeting.

Step 3: In case no settlement can be arrived at between the parties in Step 1 or 2 above, the matter in dispute may be submitted to the Federal Mediation and Conciliation Services for resolution if both parties mutually agree. The utilization of Step 3 does not prevent either party from utilizing the arbitration procedure in Step 4.

Step 4: If the grievance is not resolved in Step 2, either party may refer the matter to arbitration. Any demand for arbitration shall be in writing and must be received by the other party within ~~seven (7)~~ thirty (30) calendar days following the receipt of the written answer to the grievance. The Medical Center and the Union shall attempt to agree on a neutral arbitrator who shall hear and determine the dispute. If no agreement is reached, the arbitrator shall be selected from the list of nine (9) neutral arbitrators to be submitted to the parties by the Federal Mediation Services.

The authority of the arbitrator shall be limited to making an award relating to the

interpretation or adherence to the written provisions of this Agreement and the arbitrator shall have no authority to add to, subtract from or modify in any manner the terms and provisions of this Agreement. The award of the arbitrator shall be confined to the issues raised in the written grievance and the arbitrator shall have no power to decide any other issues. The award of the arbitrator shall be in writing and shall be final and binding upon the Union, the Medical Center and the employees.

~~The award of the arbitrator shall be made within thirty (30) calendar days following the close of the hearing.~~ The fees and expenses of the neutral arbitrator shall be divided equally between the Medical Center and the Union.

~~The time limitations set forth herein relating to the time for filing a grievance and the demand for arbitration shall be mandatory. Failure to follow such time limitations shall result in the grievance being permanently barred, waived and forfeited and shall not be submitted to arbitration.~~

Nothing contained in this collective bargaining agreement shall be construed to impair any of the rights of the Employer, the Union, or the employees under any of the applicable state or federal laws.

4. Article 23- Delete Article

5. New Article 23: Health and Safety

Health and Safety Education: The Union shall have the right to select a member to participate on any health and safety committees. No employee shall be required or allowed to work on any unit or operate any equipment until the employee has received proper education, training, an instruction.

6. Article 36 Labor Disputes:

~~The parties recognize that it is essential to provide for the continuity of care to ensure that patients and residents receive the care and attention that is needed. Accordingly, it is agreed that there shall be no strikes, slowdowns, sympathy strikes, picketing, bannering, boycotts or any other interference of any kind with the Medical Center's operations, whether coercive or otherwise, participated in by the Union, its agents or employees covered by this Agreement. There shall be no strikes or lockouts, of any kind whatsoever, during the term of this agreement. This prohibition against strikes and other prohibited activity shall be absolute and shall apply regardless of whether a dispute is subject to arbitration under the grievance and arbitration provisions contained in this Agreement. ~~During the term of this contract the Medical Center agrees that there shall be no lockout.~~~~

7. Article 37 Duration: We are open to a 3-year contract, but it will depend on the economic terms.

8. Job Descriptions:

A) Clarify the EVS Tech Job Description as follows:

There shall at times be four EVS techs employed at CRMC, except during periods of active recruitment for a vacancy.

EVS Techs shall continue to be responsible for all stand-up vacuum assignments, the disposal of sharp containers and bio-medical waste, the use of box cutters, stripping and waxing of floors and the cleaning of surgical rooms.

B) Add a new job description and position "Surgical Supply Coordinator" at Grade 7 in the surgery dept.

9. Leave of Absence: The Union will agree to the employer's proposal from 9.30.19 of CRMC also agrees to the following section:

Illness/Disability Leave: Upon completion of the probationary period as set forth in Probationary Period Article of this Agreement, an automatic leave of absence without pay shall be granted to an employee in the case of illness or physical disability, including pregnancy, which exhausts accumulated PTO. Such leave shall be for the period of illness or disability only. Such leave shall not exceed 6 months in length, and shall run concurrently with any FMLA Leave or Personal Leave provisions in this agreement. However, an employee who has been employed for less than 6 months will only be eligible for an unpaid leave equal to the length of time from the employee's date of hire up to the date of the leave request. An employee shall be returned to the employee's regularly scheduled position with full seniority and without loss of benefits upon certification by a competent physician of recovery from such illness or disability. No employee shall be entitled to receive a second automatic leave of absence for illness or physical disability unless such employee has returned to active employment for three (3) months or more.

Nothing in this section shall diminish any employees' rights under the Americans with Disabilities Act or other statute related to illness or disability.

10. Dual Posting Proposal

If CRMC Agrees to the Union Wage Assessment proposal we will agree to the following:

Add to Job Postings: Article 15 F new paragraph

In the event the employer is unable to fill a job vacancy, after following the job posting process, and no one who meets the requirements accepts the position, the following will apply:

a) If the employer is willing to accept an applicant with lower qualifications, the employer can do so by reposting according to the process above.

b) If the employer wants to post the position with higher qualifications, the employer can do so, provided they agree to automatically trigger the wage assessment process.

11. Clarify Article 5 and 28 as follows:

It is agreed that employees may express authorization of dues or cope deductions by submitting written authorization of dues deductions by submitting written authorizations or through federally authorized electronic methods such as online deductions authorization or voice authorization or other electronic methods allowed under controlling federal or state law. The union shall provide the employer with written notification of the names of those who have authorized deductions, including a copy of the employee's authorization form upon request.

Economic Proposals:

1. Employees will be considered Full Time at 72 hours (.9 FTE).
2. Article 14 Funeral Leave: Update per prior discussion. Management draft changes?
3. Article 9 Holidays:
 - a. Provide Time and One Half for time worked on the 6 recognized holidays for all employees (including Part Time Under and Casual Employees).
 - b. The time period for holiday pay will be midnight to 11:59pm.
 - c. Christmas Eve and New Year's Eve will also be considered paid holidays from midnight through 11:59pm. (Note: This will replace the ELIP Wellness/PTO Bonus)

Article 32 Paid Time Off:

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

4. 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 1st, April 1st, July 1st and October 1st. Annual H.S.A contributions will be at least 50% of the annual deductible amount (for those who are eligible and receive all four 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.

5. 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.

6. 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.

7. 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~~\$85

Part-Time - ~~\$50~~ \$70 (includes weekend only staff)

Casual - ~~\$12.50~~ \$32.50

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 \$40 annually toward the purchase of work shoes or clothes to wear in the course of their work day.

8. 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.

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

10. 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 (whether or not such certification is required) will be also be eligible for reimbursement of up to \$500 for any tuition, 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.

11. 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).

Living Center.

12. 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: 6%

13. Shift Differentials: Article 8 (B)

- a. Employees who perform work during an evening shift will receive an evening shift differential pay of ~~\$.75~~ \$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 \$1.25 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.

~~b. 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
3:00 P.M. hours, but less than 6 past 3:00 P.M.	Shift differential for the hours worked and any fractional part
6 or more hours past 3:00 P.M.	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.

14. 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 \$5.00 an hour. For surgical related call, Radiologic Techs, Surgical Techs, and CS Techs) call-pay shall be paid at 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. All surgical related 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.

Call Pay: Emergency Services Dept.

Call pay in the emergency services department \$5.00 per hour when the call-time response rate is one hour. In the event of a transfer, when called in from back-up call, and the response time is 5 minutes or less, emergency services employees will receive their regular hourly rate of pay. Such employees will be responsible to respond to 911 calls and will supply the Emergency Department CCUA and RT with contact number to assist with critical patients or assist with RT back up.

15. Call Room Letter of Understanding:

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 January 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.

16. Differentials: Article 8 (D)

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.

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)~~ fifty cents \$.50 per hour above their rate of pay once that employee has successfully completed the applicable training program(s):

EPA Universal refrigerant card

Electrician's License

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.

7. When employees in the Care Center work short, they will be eligible for a \$1.00 per hour (\$1.00) "challenge pay" differential.

17. 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.~~

18. 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.

19. 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.~~

20 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.

20. 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.”

21. Address the following wage scales for market adjustments by the following amounts over and above ATB proposals:

EVS AIDE II: Grade 2 (include all current Heartwood EVS Employees)

Radiology Clerk: Move to grade one lower than PAS/Admitting)

Clinic MLT, LPN-Clinic, LPN: Increase scales by 3% at all steps

PT Assistant: agree to employer proposal

MLT/MLS/MT: Add 8% to all steps of the wage scale

Medical Secretary: Agree to employer proposal

Admitting Clerk/PAS: Agree to employer proposal

Claims Analyst: Agree to employer proposal

Denial Specialists: Adjust by same amount per step as Claims Analysts

Surgery Tech Scale: Add \$1.00 per hour to all steps of the wage scale

Certified Surgical Tech: Add \$3.00 per hour to all steps of the wage scale

Certified CS Tech: Add new scale \$1.00 per hour higher on all steps of the wage scale

CCUA: Move to grade 6 on the wage scale

Weekend Only Senior Housing: Move to Grade 10

Ward Secretary: Move to Grade 6

New Surgery Supply Coordinator Position: establish at Grade 7