

**CRMC and SEIU Healthcare Minnesota
Economic Tentative Agreements
Updated 10/28/19 at 11:27 pm.**

The Employer has revised its latest Economic Proposal as follows. The Employer's Revised Economic Proposal contains two parts.

PART I: The first part of this package proposal includes the following:

Across the Board Increases

- Year 1: **2.0% for all + Select Market Adjustments** (CRMC proposed on 9/30 and as updated on 10/28) **and retroactive to October 1, 2019**
- Year 2: **2.0% for all**
- Year 3: **2.0% for all**

"Add-Ons" Effective on the First Pay Day In April 2020

- Call Pay increased by \$.50
- Additional \$40 per year for clothing/shoes for all unit members
- Night Shift Differential increased by \$.25
- Addition of HVAC EPA card differential & electrician license differential
- CCUA new wage scale proposal to grade 6
- Surgical-Related Call Pay increased to \$7.25 per hour (Rad Tech, Surg Tech, & CS Tech)
- Ambulance employees (EMTs/Paramedics) receive \$7.25 per hour when notified of a 5 minute-call response.
- CS Tech Time and One Half Call Back
- Certified CS Tech Scale Addition- Create higher grade, \$1.00 more per hour per step
- Certified Surg Tech Scale Addition- Create higher grade, \$2.00 more per hour per step
- Senior Housing Assistant weekend only move to grade 10.
- Increase pay for TMAs while administering medications by \$.25

Add LTD and Dental at a .9 FTE Effective January 1, 2021

- Effective January 1, 2021, the Employer will agree to offer LTD and Full-Time Dental rates to employees at a .9 FTE.

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

Other Economic Items (per earlier proposals):

- Expanding funeral leave benefit (increasing "immediate family" benefit from 3 days to 4 days, increasing extended family from 2 days to 3 days, part-time benefit stays the same, and clarifying that employee not required to attend funeral)
- Expanding holiday pay to time-and-one-half and expanding the time to be all day

- 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
- New employees hired between the six-month HSA submissions will receive a distribution equivalent to the prorated value of one quarterly submission, provided that they have met the benefit eligibility requirements prior to the beginning of that quarter.

Additional Floating Holiday

- 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 assessments during the term of the contract; (3) improvements to the call room; and (4) the surgical coordinator position.

Outstanding Non-Discharge Grievances

- The parties agree to discuss the resolution of all non-discharge grievances presently pending under the CBA.

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

For the Union:

Name

Date

[Signature]
10/28/19

For the Employer:

Name

Date

[Signature]
10/28/19

**CRMC and SEIU Healthcare Minnesota
Non-Economic Tentative Agreement
10/28/19**

Article 7.E. shall be amended as follows:

E. ~~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 and will be scheduled for any additional non-overtime 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 employee 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, any remaining holes will be filled on a first come first served basis, from among the qualified employees, irrespective of seniority. The Medical Center reserves the right to not approve additional hours.

Article 7.O. shall be amended as follows:

O. The Department supervisor shall be responsible for preparing employee work schedules. The schedules shall cover two pay periods. At least two weeks prior to the end of second pay period, a schedule for an additional pay period shall be posted. These schedules may be altered as needed according to staffing requirements. When an employee is notified of a work reduction less than one (1) hour prior to the beginning of the affected shift, he/she shall be eligible for two (2) hours of work. Notification shall be accomplished by calling the phone number the employee has given the Medical Center to be contacted about such schedule changes. Employees who are not available for notification shall not be eligible for this benefit.

New Language

In the event that the Medical Center determines that there is a staffing shortage in an area, the Medical Center may offer shift bonuses to meet its patient-care needs. The Medical Center will provide the Union with notice of the eligibility requirements and amounts of any of these bonuses.

For the Union:

Name [Signature]

Date 10/29/19

For the Employer:

Name [Signature]

Date 10/29/19