Summary

Morrison Memorandum of Understanding Tentative Agreement

1. There is a need to reduce staff and there will be a Temporary Memorandum of Understanding to outline the process of implementing furloughs instead of a lay-off during the COVID-19 crisis.

2. Voluntary furloughs will be offered by seniority at each location by classification (top-down). If there are not enough more senior volunteers to cover the number of reductions needed to fulfill the needed cuts, the lower senior members will be mandated to take furloughs.

3. The furloughs will begin on 4/24/2020.

4. Those employees who do not volunteer to take a furlough are not guaranteed to work their bid on position while others are on furlough and may be required to work a different position with different start and stop times. (This is the same as what would occur in the lay-off process; except that with the furloughs some employees will get to stay in their current bid upon positions.)

5. Non-Union staff, supervisors and/or managers will not be performing union jobs while union members are on furlough.

6. Union Seniority will not be affected by furloughs.

7. Members who are on furlough will be eligible for unemployment benefits through the State of Minnesota and the CARES Act stimulus. The Employer will provide a letter to the employee and send notice to the State of Minnesota stating eligibility and encouraging members to apply for unemployment benefits.

8. Medical benefits will continue for all currently enrolled employees and the premiums will be paid by Morrison during the furlough. Members may be required to pay back their normal share of the premiums when they return to work. If repayment is necessary, Morrison and the employee will develop a repayment plan upon the Employees return to work.

9. PTO accrual will not continue while on furlough. Current accrual balances will be frozen and saved until the employee returns to work.

10. Members will not be required to use or roll-over their PTO by September 30, 2020 and PTO balances will be extended until December 31, 2020.

11. 401K contributions will not be made during furlough. Current contribution balances will continue to be managed by MN Teamsters 401K and will be unaffected by the furlough.

12. The call back process for anybody mandated to be on furlough will follow the current layoff call back process as outlined in the Collective Bargaining Agreement. The call back process for those who volunteered for the furlough will include an option to defer from recall prior to a set date of their choosing unless all less-senior employees have been previously recalled.

13. All members are guaranteed their jobs after furlough however, as members are called back, they may be temporarily placed in areas/jobs where there is an immediate need and not into their bid on positions.

14. Once the business needs are back to normal, members will be scheduled for their bid on positions or a new bid process will occur.
15. The obligation for casual employees to work every 30 days will be waived during furlough. However, casual employees will be required to check in monthly for available work and may be contacted to work during the 14-day call back period of furloughed employees.

16. This Memorandum of Understanding is temporary and will expire on June 26, 2020.

17. It is agreed to discuss this Memorandum of Understanding 21 days prior to its expiration to mutually determine if there is a need to make changes and/or extend it due to continued needs due to COVID-19. If changes are proposed, those changes will be voted on by Union Members.

Morrison Healthcare (Compass Group)  

Jennifer Bingham-May  

Date  

4/16/2020

SEIU Healthcare Minnesota  

Lisa McClellan  

Date  

4/16/2020