

Union Proposal Summary Non-Economics

RESPECT
PROTECT
PAY US

Health & Safety

- Trauma Pay: Any employee who has experienced physical or emotional trauma shall be granted up to 3 paid days to address the experience.
- Essential Worker/Hero Pay: Effective March 13, 2020, all employees required to work during the defined essential worker pandemic, shall be paid \$8/hour above their current rate of pay for all hours
- During pandemic: employer will provide uniforms, lodging, PPE to highest standard of CDC (not the lowest); meals; notification: the employer will notify any employee who has had a potential exposure to an infectious disease; accommodations: employees with pre-existing conditions or other factors
- Extra shifts shall be paid double time for any shift worked in addition to their regularly scheduled hours during times pandemic
- The employer shall provide English classes to employees who are English Language Learners, at no cost to the employee. The classes will be scheduled as a part of the employee's FTE and paid at their regular hourly rate of pay.
- In order to create a more inclusive and diverse workforce in all positions in the health care industry, the employer will incentivize women and people of color to enroll and complete coursework, certificates and degrees that will advance their health care career and income. The employer shall provide up to \$2,000/term in addition to the above tuition reimbursement for women and people of color who are enrolled in certificate or degree programs in the health care field.
- Holidays: add Martin Luther King Jr day; add Holiday Exchange: Employees may request to exchange up to four (4) holidays for alternate religious or culturally significant days per year and receive the and corresponding pay for that chosen holiday.

Racial Justice Equity & Inclusion

- Have the Employer commit to work with the Union, on discrimination, harassment issues, to enable greater accountability, culture change, prevention, reframing, resourcing, and systemic change.
 - Equity and Inclusion Joint Labor Management Committee
 - Urgent Action Structure
 - Mechanism on complaints in transparent process
 - Hiring of an Equity and Inclusion Leader

Staffing

- The safety of staff is critical to the safety of patients. Working with fewer people than required can lead to injury and absences from work to employees and jeopardizes the patient care. In recognition of the challenging and dangerous situations, it is agreed that the goal is to maintain appropriate staffing levels at all times. When levels fall below the targeted levels, employees working on an understaffed shift bearing the distribution of the additional work, will be paid double time (2x) for all hours worked with insufficient staff. Safety Pay will apply under the following circumstances: The Employer will make every effort to fill all open shifts.

Economic proposal will be forthcoming

1. All extra hours have been offered and open shifts remain in a department or unit greater than 10% of the number of shifts scheduled for that time.
2. There are posted and unfilled positions of 10% or more of the allotted FTEs in a unit or department that result in open unfilled shifts on the schedule after all extra hours provisions are applied.
3. There are unfilled shifts due leaves of absence, vacation and/or short notice call-ins of greater than 10% of the scheduled shifts.

- Children’s hospital -- Seniority Transferability
- Strengthen job posting language – increase to 7 days; physically post open positions in department; clearer process what is identified on open job postings
- Experience credit: parameters on receiving experience credit and members made whole who didn’t receive experience credit upon hire
- Strengthen language on layoff and rebids by adding timelines and additional processes



Union Difference

- Vacation: have vacation calendar available in department for time off approvals; better tracking system of vacation denial
- Grievance process – information of rights of representation; timelines for the employer to get requested information and when conduct investigatory meeting notice; timeline for conducting orderly timed investigatory.
- Temporary Decrease in FTE: Employees may temporarily reduce their FTE for up to sixteen (16) weeks, without loss of benefit status,
- Sick Kid Care - Employees covered by this contract shall have access to the sick childcare benefits on the same basis that it is made available
- Sick leave modification – open up to utilize sick time for any shift (extra shifts)



Employer Proposal Summary

- Changes to overtime and putting in limitations on overtime parameters (take-away)
- Increasing probationary period timeline (take-away)
- Limiting union access and wanting to put bulletin board restrictions (take-away)
- Changes to definition of workweek (take-away)
- General pattern of scheduling: eliminate 2 consecutive days off during alternate week; flex scheduling to expand ability for hospitals to schedule less than 8 hour shifts (take-away)
- For casuals, ability to have casuals work more weekends and holidays (take-away)
- Removing Good Friday/Easter Sunday to floating holiday (take-away)

2021 Bargaining Team

- Children’s MPLS: Cedric Mantovani, Amber Kielty, Ricky Owens
- Children’s STP: Amber Pepek, Carmen Campbell
- M Health Fairview Southdale: Georgette Dorsey, James Holt, Michael Childress, Gary New
- M Health Fairview St. John’s: Renee Brown, Jennifer Bissel, Kumba Sensie
- M Health Fairview UMMC Riverside: Tawanda Jackson, Mary Kehoe, Belayehun Gebreamlak, Cliff Adams
- North Memorial: Kamala Ramnauth, Amy Hoyez-Ohl, Nathan Mordahl, Tom Baker
- PN Methodist: Mark Freeman, Cindy Davis, Hope Dahn, Inyang “Eric” Bassey

Weekly Updates here:



Website
seiuhcmn.org/TCH2021



Facebook
facebook.com/seiuhcmn

Not getting emails or texts from our union?



Update your contact information here:
seiuhcmn.org/stayconnected