

SEIU LOCAL 722 CNMC NEGOTIATION UPDATE #3

Friday June 19, 2009

Some progress, but not enough!

At the half-way point in our expedited bargaining process, we have made significant progress on several non economic issues. However, the Union and Management remain deeply divided on issues concerning economics.

On June 16th, Management gave us an overview of their financial performance over the last two (2) years, and their projections for FY'10. Although we recognize some of their economic concerns are beyond their control, we expect them to be candid and take full responsibility for bad or untimely financial decisions within their control.

In any event we do not accept the proposition that you be required to shoulder the financial burdens disproportionate to our collective share of the Hospital's obligations.

You (SEIU MEMBERS ONLY) will be given an opportunity to Accept or Reject a proposed agreement on July 1, 2009.

Your bargaining committee will recommend acceptance or make no recommendation at that time. The meeting will be held in the 5th Floor Research Atrium. Times are 7:00 am to 9:00 am; 11:00 am to 1:00 pm; and 2:30 pm to 6:30 pm. BRING HOSPITAL I.D.

ALL Union and Management Original Proposals and Counter Proposals can be viewed on our web site at:

WWW.SEIU722.ORG

UPDATE ON WHERE WE ARE AS OF JUNE 16TH!

1. No Lay-Offs

As expected, citing financial uncertainties, Management continues to reject our proposal not to reduce current staffing levels during the terms of our Contract. We continue to insist if employees are not given livable wage increases, they should be guaranteed employment.

2. Wages

Management Proposal: 1% pay increases each year for the next three (3) years and a 1% increase in the Minimum and Maximum pay rates each year for the next three (3) years. Full Time employees over the Maximum would receive a (\$300.00) lump sum payment each year. Part Time employees would receive a (150) lump sum payment each year. Management also propose to complete a market review of positions in the Laboratory by July 1, 2010; COR, Sr. COR, COR Team Leader, Reimbursement Associate and Patient

Access Representative by September 1, 2010; Environmental Assistants by November 1, 2010 and Unit Communication Associates by January 1, 2011.

SEIU Local 722 Proposal: No Change from Original.

3. Night Shift Differential

Management Proposal: To delete the requirement that employees be paid Differential their entire shift if the majority of their hours are between 3:00 pm and 11:30 pm or 11:00 pm and 7:30 am.

SEIU Local 722 Proposal: Increase Night Shift Differential (11:00 pm to 7:30 am) by 5%.

4. Parking

Management Proposal: Increase parking rates by (\$3.00) January 1, 2010 and (\$3.00) January 1, 2011. Charge employees parking off campus the same rates paid by employees parking at the Hospital.

SEIU Local 722 Response: NO

5. Rest Periods

Management Proposal: No payment to employees for missed Break Periods

SEIU Local 722 Response: NO

6. Arbitration Awards

Management Proposal: Limit to (90) days the amount of Back Pay an employee can receive.

SEIU Local 722 Response: No

5. Education Assistance

We have reached a tentative agreement on this. Management will increase their contributions to (\$1,500.00) for Full Time employees and (\$750.00) for Part Time employees, and add the following language, "Consistent with the applicable scheduling procedures, departments will make reasonable efforts to provide employees covered by this Agreement the same opportunity to adjust work schedules as provided to other Departmental employees for the purpose of attending formal education or training courses. If an employee covered by this Agreement is denied a schedule change in order to utilize the benefit specified in this subsection, said employee shall receive in writing the reason for the denial.

6. Enhance Death Benefit for Helicopter and Ground Transport Employees

We have reached a tentative agreement on this. Management shall provide Transport Team Paramedics and Respiratory Care Practitioners four (4) times their annual salary, with a maximum of (\$400,000.00) for accidental deaths accruing while participating in a Ground or Flight Transport.

OTHER UNRESOLVED ISSUES!

A. Tax Sheltered Annuity Program

B. Joint Union/Management Committee on Department/Unit Staffing Levels

C. Short-Term Disability Plan

D. Attendance Guidelines