

SEIU LOCAL 722

CNMC NEGOTIATION 2010

UPDATE #2

Friday June 18, 2010

Unfinished Business!

Our bargaining sessions with Administration is now focused on the major issues which continue to separate us. Having begun in mid May, we have had the opportunity to discuss and in some cases resolve several important issues.

As we enter the final phase of bargaining, it is utmost important that you are knowledgeable of the issues and positions both sides are taking. Often not stated but just as important is rumor control. You need to know the issues in order to refute rumors with facts.

Wages:

Building on what we accomplished last negotiations, we have proposed a Equity/Market review of all job classifications which were not reviewed this year. In making this proposal we recognize it's highly unlikely this can be accomplish in a single year fiscal year.

If we agree to either a 1 year or a multi-year contract, it will be necessary to prioritize the classifications based on the length of time since they were last reviewed.

Our current wage proposal is 5% each year of the contract. Administration

current proposal is 1% each year. However, they have agreed to Equity/Market reviews which they spread out over 3 years.

Attendance

With the new pay system "Bear Time" coming online later this year, we think a new attendance policy is in order as well. Our proposal is as follows: Between July 1 and June 30 of each year each employee will have 6 occasions to call out and 6 occasions to be late without being disciplined. Any additional call outs or lateness would be a violation. In addition, any employee who is a No Call No Show more than once will be subject to termination.

Administration propose to continue the current policy with additional occurrences for clocking in too early or clocking out too late.

Early Retirement Option

We have proposed an Early Retirement Option whereby employees age 55 to 64 with 25 or more years of service will receive a 20% increase in their pension fund balances and continue to participate in the Group Health Insurance at the premium levels they currently pay until age 65.

Pension Plan

Currently only SEIU and DCNA members are the only Hospital employees who are in enrolled in the Hospital 4.03(b) Plan instead of the 401(k) Plan.

According to documents we requested from Administration, a total of 1,252 employees are enrolled in the 403(b) plan while 3,345 are enrolled in the 401(k) plan.

What is of most concern to us is the low level of participation in the 403(b) plan. Of the 1,128 SEIU members who are eligible to participate in the plan, only 540 are actually participating. This is less than 50% participation.

We have proposed SEIU members become eligible to participate in the 401(k) plan. This will require freezing the current 403(b) plan and converting to the 401(k) plan.

Parking

Administration has proposed to increase parking \$2 each January 1st.

Shift Differential

Our current proposal is no change in differential. We originally proposed a 5% increase for the Night Shift.

Administration propose to limit Shift Differential to the hours actually worked. This would eliminate the current contract provision which require members be paid all hours worked if they work at least 3 hours on any shift that pays differential.

Disciplinary Action

Administration has proposed to increase from 10 to 15 days that Managers have to issue disciplines. We have countered that SEIU members time to file grievances be increase from 10 to 15 days as well. With the stipulation that any discipline (except for Gros Misconduct) would be void if not issued within the 15 days.

Moving Forward

We are committed to reach a fair settlement during this round of negotiations. We continue to be encourage by your participation and support.

All Union and Administration proposals can be read in there entirety on our website at

WWW.SEIU722.ORG

YOUR 2010 BARGAINING COMMITTEE

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