

# We Continue Our Fight for a Fair Contract While Management's Proposals Fall Short

## Wages, benefits, staffing, equity and inclusion, other working conditions still at issue



"We had hoped to have a contract by now. Unfortunately management continues to offer 1% wage increases for many of us, no real commitment to improved staffing, and has proposed eliminating our EIB. That's a takeaway other union workers in Providence successfully stopped in their facilities. We, Prov Sound caregivers, are not asking for the moon, just to not go backwards and to make reasonable improvements that will make things better for workers and patients."

**Sheila Drew, Hospice Aide, Hospice**

Despite some modest improvements in their proposals, management is still not ready to make needed commitments to caregivers and patient care. An exception in our last session was management's agreement to increase per diem pay from 10% to 15%.

See chart on the next page. New management proposals highlighted in yellow.

Our contract expired October 30, 2020.

We have proposed dates for scheduling further sessions over the next few weeks.

### What's next: Our action plan

As we do not have an agreement on a new contract yet, our team will be recommending an action plan to help move management to a contract that addresses the needs of caregivers and patients.

If you have not signed up for an action meeting yet, please register at:

<https://seiu1199nwvotes.org/provsound-vote-nov-2020/>

- Thursday, November 5, 6PM to 7:30PM
- Monday, November 9, 6PM to 7:30PM

### Need for better COVID-19 outbreak communication discussed

In response to recent Congregate Care setting COVID-19 outbreaks, our team walked management through caregiver concerns about inadequate communication from management about outbreaks in congregate care settings, and made a proposal for improvement. Management took the feedback in a constructive way and there was a good dialogue.

On Friday they responded to the proposal (see right). The team will discuss the response next week. Please provide team members with any feedback.

### Union 10-28-2020 Proposal on COVID-19 outbreak communication

"All caregivers will be notified as soon as management finds out about an outbreak in a Congregate Care Setting. Management shall ensure all of our patients who reside in that setting are listed as PUM until the outbreak is resolved.

This could be an email sent to all staff as soon as the outbreak is known, and the facility could be listed on the TIPs list."

### Management 10-30-2020 response to union proposal

"Starting next Monday [11/2/2020], twice weekly Sound will send a list to all caregivers of all facilities with known COVID outbreaks. That list will be updated and emailed when the ministry becomes aware of any new outbreak.

Sound is also reaffirming the steps caregivers should take if and when they become aware of a COVID outbreak at any facility. Communication from a caregiver regarding an outbreak will initiate COVID response communication plans from the ministry that include patient flags, direction updates, infection control plans, and email communication to the care and office teams for both hospice and home health."

## Summary of bargaining as of Oct. 21, 2020

Highlighted in red is a management proposed “takeaway” (eliminating or reducing a standard we have now). Our team is here to make improvements, not go backwards.

Highlighted in yellow is a new “counter proposal” from management on October 28, 2020.

At our session on October 21, in the interest of getting to an agreement and focusing on issues of wages and staffing (elimination of mandatory call, mandatory OT and restricting weekend work), the team also made a big move: To withdraw our proposals on increasing PTO and EIB accruals and expansion of our “maintenance of benefits” if management would withdraw “takeaways” on PTO/EIB and maintenance of benefits. Management rejected that offer, but it still stands.

## Our Bargaining Team:

**Murinda McCuller**  
LPN, HH

**Cheryl Harper**  
LPN Clinical  
Coordinator, HH

**Sophia Risorto**  
PT, HH

**Judy Hickmann**  
PTA, HH

**Deb Gorman**  
RN, HH

**Shell St. Onge**  
Bereavement  
Counselor,  
Hospice

**Sheila Drew**  
Hospice Aide,  
Hospice

**Wendy Katz**  
MSW, Hospice

**Cat Thomas**  
MSW, Hospice

**Masami Hutchins**  
MSW, Hospice

**Meghan Murphy**  
MSW, Hospice

**Laura Chapman**  
RN, Hospice

**Vikki Eckerson**  
RN, Hospice

**Crystal Trabue**  
RN, Hospice

**Andrea Hautala**  
RN, Hospice

**Cary Carlisle**  
RN, Hospice

**Paul Catterson**  
RN, Hospice

Union	Management
<b>Wage Increases</b>	
<p><b>Across-the-board wage increases</b></p> <p>8.5% 8/31/2020</p> <p>4% 8/31/2021</p> <p>4% 8/31/2022</p> <p>Contract expires 8/30/2023</p>	<p><b>Across-the-board wage increases</b></p> <p>1% following ratification</p> <p>1.5% 8/31/2021</p> <p>1.25% 8/31/2022</p> <p><del>1%</del> <b>1.25%</b> 8/31/2023</p> <p>Contract expires 8/30/2024</p>
<p><b>Other wage adjustments</b></p> <ul style="list-style-type: none"> <li>• New: step 23 (8/31/2020) and step 25 (8/31/2021)</li> <li>• Double time after 12 hours</li> <li>• Case manager pay: \$1 per hour (effective 8/31/2021)</li> <li>• \$1 licensure pay for social workers</li> <li>• “Experience audit” and pay adjustment where new hires have come in at higher rates than current employees</li> <li>• Additional 2% (above the 9% increase) for job classes far behind market (RN, MSW, PTA)</li> <li>• 5% adjustment for materials mgt. tech</li> <li>• Schedulers to team assistant rate</li> </ul>	<p><b>Other wage adjustments</b></p> <ul style="list-style-type: none"> <li>• No to new steps, 2X after 12, case manager pay, “experience audit</li> <li>• 100% experience credit for all job classification for new hires</li> <li>• Additional 2% (above the 1%) for RN, PT, OT Speech Therapist, 2.5% for PTA and COTA Therapist 1/1/2021 <b>and 1% for MSW</b>; then additional <del>1.5%</del> <b>1.75%</b> (above the 1.25% increase) for RN, PT, OT and Speech Therapist 8/31/2023</li> <li>• “No” to adjustment for materials mgt. tech, schedulers to team assistant rate</li> </ul>
<p><b>Differentials</b></p> <ul style="list-style-type: none"> <li>• From \$2.50 (RN/OT/PT/SLP) and \$2.25 (MSW/ Counselor/HH aide) to \$3.00</li> <li>• Night: \$3.50 (RN/OT/PT/SLP) and \$3.25 (MSW/ Counselor/HH aide) to \$4.00</li> <li>• Standby: From \$3.00 to \$4.25</li> <li>• Preceptor: From \$1.00 to \$2.00</li> <li>• Double time after 12 hours</li> <li>• Call back: From straight time to time and a half for being called back to work</li> <li>• Report pay (showing up for work and being sent home): From minimum of 3 hours to minimum of 4 hours.</li> <li>• Per diem pay from 10% to 15% premium</li> </ul>	<ul style="list-style-type: none"> <li>• Standby from \$3.00 to \$3.25</li> <li>• Reduce weekend pay from 20% of regular pay to \$4.50 an hour.</li> <li>• Per diem pay from 10% to 15% premium</li> </ul>

See more of this chart on the next page. 

## Summary of bargaining as of Oct. 21, 2020 - Continued

Improved Staffing and Quality of Care	
<ul style="list-style-type: none"> <li>No mandatory on-call or overtime</li> <li>Weekends worked by employees hired for specific weekend schedule</li> <li>Caseload/workload maximums – if over maximum for one week, supervisor must take action to address</li> <li>Daily adjustments to patient assignments based on mileage, acuity, new admits, recertification, meetings</li> <li>Add additional FTEs needed to implement proposals above [see team for details of proposals on caseload maximums, daily assignment adjustments and new FTEs]</li> </ul>	<ul style="list-style-type: none"> <li>No to union proposals on on-call, mandatory overtime, weekend work, caseloads, daily adjustments and additional FTEs.</li> <li>Workload caseload issues will be “standing item” on agenda labor management committee.</li> <li>Any daily caseload adjustments/reductions may be taken into account in productivity calculations.</li> </ul>
Safety in time of Covid-19	
<ul style="list-style-type: none"> <li>N95s, quality shields, gowns and footwear available to all caregivers for all visits.</li> <li>Any loss of hours due to COVID-19 symptoms, exposure or positive test will be paid admin leave until cleared for work.</li> <li>High-risk caregivers or those living with high-risk individuals will be accommodated, if not possible, then immediate access to emergency EIB bank.</li> </ul>	No
Commitment to Organizational Equity and Inclusion	
<ul style="list-style-type: none"> <li>Strengthening of non-discrimination language – include gender identity, genetic information, political ideology. Non-discrimination applies to all personnel actions.</li> <li>Labor-Management development of program and monitoring of data to improve cultural competency, awareness of hidden bias and equity, throughout agency.</li> <li>No retaliation for raising discrimination issues.</li> <li>Accommodation of all religious practices</li> </ul>	<p>Addition of gender, gender identify, disability, genetic information to non-discrimination clause.</p> <p>Labor management review of Employer policies regarding discrimination and harassment.</p> <p>No retaliation for raising complaints of discrimination.</p> <p><b>Rejected:</b> non-discrimination for political ideology; application of non-discrimination to all personnel actions; Labor-Management development of equity, cultural competency and hidden bias program, training, data monitoring system; accommodation of all religious practices.</p>
Secure and affordable health benefits and sick time	
<ul style="list-style-type: none"> <li>Provide maintenance of benefits: no increased costs or reduced benefits for the life of the contract</li> <li>Improvement of PTO/EIB: <ul style="list-style-type: none"> <li>Immediate access to EIB</li> <li>Increase accruals on PTO/EIB (to 2013 levels)</li> <li>Easier access to health incentives to pay out-of-pocket costs (annual PCP visit and health risk assessment)</li> </ul> </li> </ul>	<p>No to maintenance of benefits</p> <p>Elimination of EIB and replacement with short term disability that pays 65% of income and is accessible after 7 days.</p>

See more of this chart on the next page. New management proposals highlighted in yellow.



## Summary of bargaining as of Oct. 21, 2020 - Continued

Expanded training and professional development opportunities	
<ul style="list-style-type: none"><li>Access to up to \$5,250 annual tuition assistance (upfront money not reimbursement)</li></ul>	Yes to \$5,250 annual tuition assistance, reimbursement (as part of "package")
Other improved working conditions	
<ul style="list-style-type: none"><li>Allow members to donate vacation to the bargaining team</li><li>Add MLK Holiday</li><li>Increased restrictions on "shift rotation" (e.g. working evenings or nights when hired to work days)</li><li>Once PTO scheduled, only changed by mutual consent</li></ul>	<p>No to vacation donation to team</p> <p>Weekend defined as starting 12:01AM not 8AM Saturday</p> <p>Once PTO scheduled, only changed by management in emergencies or by mutual consent</p>



**SEIU**Healthcare®  
United for Quality Care