



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, Providence 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.

Our next bargaining is Wednesday, Dec. 2.

See chart on the next page.

New COVID-19 Proposal at Latest Session

Our team agreed to management’s request to negotiate a “time limited” COVID agreement, rather than having COVID be part of our contract, and proposed:

- 1) Ensure paid admin leave for members exposed to COVID-19 at work or sent home due to symptoms. Management proposal is for paid admin leave only for “confirmed” work exposure.
- 2) Paid admin leave after two days using PTO/EIB (with immediate access to EIB) for exposures not confirmed by management criteria as work exposure. Management proposes paid admin leave after 7 days’ use of PTO/EIB in this case.
- 3) Full PPE, including N95s available to all caregivers for all visits.

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
- Vikki Eckerson**, RN, Hospice
- Crystal Trabue**, RN, Hospice
- Andrea Hautala**, RN, Hospice
- Paul Catterson**, RN, Hospice



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.

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.

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

See more of this chart on the next page. 

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

Union	Management
Improved Staffing and Quality of Care	
<ul style="list-style-type: none"> • No mandatory on-call or overtime • Weekends worked by employees hired for specific weekend schedule • Caseload/workload maximums—if over maximum for one week, supervisor must take action to address • Daily adjustments to patient assignments based on mileage, acuity, new admits, recertification, meetings 	<ul style="list-style-type: none"> • No to union proposals on on-call, mandatory overtime, weekend work, caseloads, daily adjustments and additional FTEs. • Workload caseload issues will be “standing item” on agenda labor management committee. • Any daily caseload adjustments/reductions may be taken into account in productivity calculations.
Commitment to Organizational Equity and Inclusion	
<ul style="list-style-type: none"> • Strengthening of non-discrimination language—include gender identity, genetic information, political ideology. Non-discrimination applies to all personnel actions. • Labor-Management development of program and monitoring of data to improve cultural competency, awareness of hidden bias and equity, throughout agency. • No retaliation for raising discrimination issues. • Accommodation of all religious practices 	<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>Rejected: 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"> • Provide maintenance of benefits: no increased costs or reduced benefits for the life of the contract • Improvement of PTO/EIB: <ul style="list-style-type: none"> ➤ Immediate access to EIB ➤ Increase accruals on PTO/EIB (to 2013 levels) ➤ Easier access to health incentives to pay out-of-pocket costs (annual PCP visit and health risk assessment) 	<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>
Expanded training and professional development opportunities	
<ul style="list-style-type: none"> • Access to up to \$5,250 annual tuition assistance (upfront money not reimbursement) 	<p>Yes to \$5,250 annual tuition assistance, reimbursement (as part of “package”).</p>
Other improved working conditions	
<ul style="list-style-type: none"> • Allow members to donate vacation to the bargaining team • Add MLK Holiday • Increased restrictions on “shift rotation” (e.g. working evenings or nights when hired to work days) • Once PTO scheduled, only changed by mutual consent 	<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>