

St Anne of Winona Union Contract Proposals

12-9-2019

1. Article 1: Union Rights Section 1.6
 - a. **Add the following:** A Union Representative will be allowed to have a thirty (30) minute session with newly hired employees immediately following any new hire orientation or as soon as possible during ongoing new employee training based on staffing needs in the facility. Union Stewards holding these meetings will be required to punch out for this time.
2. Article 1 section 1.5
 - a. Delete this section, conflicts with language from section 1.2, issues at Callista Court with a nurse, willing to discuss 30 day extension.
3. Article 4 section 4.2 Posting of Schedules
 - a. **Add:** Flexible scheduling language (see hand out)
4. Article 4 sections 4.1 and 4.7
 - a. Define what is a day (start of)
5. Article 4 section 4.1 B
 - a. **Add:** Block/ non-block scheduling (the CBA currently has this in wages. Is the employer complying and offering this at point of hire?)
6. Article 4 section 4.1 C
 - a. **Add:** Language availability team 2
7. Article 4 sections 4.11
 - a. **Add the following:** This section shall NOT be used for the purpose of hour reduction.
8. Article 4 section 4.14
 - a. Every three (3) months, the employer shall establish a list of employees who wish to be called for unknown hours. Is the employer doing this building wide (was not being followed at Callista)
9. Article 6 Holidays section 6.4
 - a. **Add language to the following:** for the purpose of maintaining a major and minor holiday, Christmas Eve, Christmas Day, New Year's Eve and New Year's Day will be rotated independently from the rest of the holiday calendar. (ABBA, BAAB)
10. Article 7 Seniority section 7.6
 - a. Delete Long Term from the title as well as Long Term in first sentence and delete the last sentence of this paragraph.
 - b. **Add the following:** When changes to the work schedule are made affecting employees who are scheduled, the employer will attempt to notify such employee by phone, text or email by the phone number or email provided by the employee to the employer.

11. Article 11 PTO section 11.1

- a. Add: From the 31st day of employment until 90 days of service is completed; PTO may be used for holiday compensation when a holiday is worked by the employee.

12. Article 11 PTO

- a. Delete (EIB)

13. Article 11 PTO

- a. How are vacations approved (example three different colors posted) more defined procedure.

14. Article 16 Safety

- a. During winter months the employer will endeavor to sand and salt the employee parking lots

15. The Union reserves the right to add, delete or modify these proposals.

dag/opeiu#12

Saint Anne Contract Proposals
December 9, 2019

Therapeutic Recreation (Wellness) would like to become its own department outside of Nursing, as well as one department between Callista Court and Saint Anne's. Currently there are two (2) different contracts between Callista Court and Saint Anne's Recreation Department.

Benefits:

- A. Equal pay based on education and qualifications.
- B. Employees are easily interchangeable between building making it easier to use individualized skill sets better.
 - We already work interchangeably for all programming, especially large events.
- C. Easier on scheduling - no building differential for CC employees.
- D. Consistency - we already work a different weekend rotation than Nursing does, as approved by the Director of Nursing (every 3rd weekend and every 3rd holiday). This allows for more staff to be here on the weekdays to provide more beneficial therapeutic programs for residents.

Concern with being two (2) different departments:

- A. Due to not being one department this could cause ill feelings (tension) within the Recreation Department because of the pay differential.

Alternative concern with attendance policy:

- A. Currently when calling in on weekends we are required to work the following weekend. This puts us at sixteen (16) hours of overtime plus using sixteen (16) hours of PTO. This also results in working eleven (11) days in a row while receiving two (2) points and becoming overstaffed on the weekends.

The union reserves the right to add, delete, or modify its proposals at any time.

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