

# BARGAINING UPDATE

# GARRISON SEIU MEMBERS

Our bargaining team has been putting up a strong fight at the negotiations table but management clearly has no respect for the work we do and are doing everything they can to take us backward.

**Management wants us to work for less than minimum wage and to accept NO raises for three years—**

Union Proposal	Management Response
<b>NON-ECONOMIC</b>	
Defined workweek for purpose of calculating overtime	REJECTED
Just cause	REJECTED
12 month discipline roll-off	REJECTED
Notice of suspension and terminations to the Union	REJECTED
Explicit steps of progressive discipline in the contract	REJECTED
Discipline for issues of attendance and performance kept separately	REJECTED
Process for reporting and responding to maintenance problems	REJECTED
Protection from physical threats of potential violence	REJECTED
Protections regarding sexual harassment	REJECTED
Privacy regarding discipline	REJECTED
<b>ECONOMIC</b>	
Full-time status to 30 hours	REJECTED
Weekend option	REJECTED
Parental leave	REJECTED
Increased hours of vacation payout	REJECTED
Severance pay clarification	REJECTED
<b>New hires</b>	
CMT (non-insuline) \$10.75	\$10.50
CMT (insulin) \$11.00	\$11.00
CNA \$10.50	\$10.00
All others \$10.00	\$9.00 (sub-minimum wage)
<b>Current employees adjusted Increases</b>	
Ratification \$1.00	\$0.0 ( no increase)
2018 \$1.00	\$0.0 (no increase)
2019 \$1.00	\$0.0 (no increase)
Pass probations bonus (existing) \$.25	\$0.0 (remove from contract)
<b>Shift Differentials</b>	
Evening \$.35	REJECTED
Night \$.60	REJECTED
Preceptor differential (hourly) \$1.00	REJECTED
Preceptor bonus \$75.00	REJECTED
<b>Longevity Pay</b>	
5 years \$.35	REJECTED
10 years \$.60	REJECTED
15 years \$.85	REJECTED
20 years \$1.10	REJECTED
Insurance (monthly flat rate) \$50.00	REJECTED
Holidays (current)	Employer proposes concession of birthday and personal holiday

## THIS IS UNACCEPTABLE!

Now is the time for us to join together, stand up, and FIGHT BACK. We are worth far more than what management is proposing and we must fight for what we deserve.

Questions? Contact a member of the bargaining team or organizer Nicholas James at (314) 922-6531.

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