

HCMC and AFSCME Negotiations  
Session #1  
October 7, 2015

The Employer reserves the right to add to, modify or delete items in this initial offering and add additional items at a future negotiation session.

1. **Term of Agreement – Proposal for economics will be provided at next negotiation session.**
2. **Wages – Proposal for economics will be provided at next negotiation session.**
3. **Insurance - Proposal for economics will be provided at next negotiation session.**
4. **Article 4 – Union Security**

**Employer Discussion: HCMC is a 24/7 organization. We used to have stewards on the off shifts to represent employees. We have run into situations where scheduling investigation meetings with off shift employees has been difficult.**

5. **Article 7 – Grievance Procedure**

Section 3.

Step 2. **Formal** Grievance Meetings related to terminations will include **a Labor Relations representative** or at least one Medical Center leader who is a Director level or above who was not present at the initial disciplinary or investigatory meetings.

6. **Article 28 – Low Census**

**Employer Proposal:** Modify Section 3

Employees will not be required to reduce their hours more than ~~six (6)~~ **twelve** shifts per ~~six (6) month period~~ **calendar year**. ~~The six month period is defined as January 1—June 30 and July 1—December 31.~~ Employees will continue to earn benefits if selected for reduced hours.

7. **Performance Evaluations**

**Employer Discussion:** this is not contract language. Eliminate the “practice” of semi-annual performance reviews and step increases for the below list of job classes. The Employer would like to discuss this with the Union and propose language at a future session.

<b>Job Codes with S1 review patterns</b>
Clerk 000053
Cook 000083
Dental Assistant 000090
Electrocardiogram Technician 000115
Electroencephalograph Technician 000116
Environmental Services Worker 000159
Food Service Worker 000130
Laboratory Assistant 000274
Mental Health Worker 000239
Nursing Assistant 000482
Office Specialist I - 000189
Office Specialist II - 000192
Public Service Assistant 000254
Rehab Aide 001302
Stock Clerk 000300
Materials Services Associate I 001538

## **8. Article 41 – Uniforms**

**Employer Proposal:** The Employer is interested in providing an annual lump sum (cost neutral) payment to employees required to wear a uniform rather than provide paper vouchers for # of sets. This would need to coincide with a new process for the employees to purchase uniforms directly from the vendor electronically. The Employer will provide a proposal to modify current language at a future negotiation session with the economics.

## **9. Housekeeping Items:**

1. Recognition - update all newly created or newly accreted job classes in each of the bargaining units.- Employer to update and provide to the Union for review.
2. Attachment A – Update with current units on the department list – Employer to update
3. Review all MOUs for relevance
4. Other “clean up items” ex. dates, consistent verbiage, etc - Employer to provide suggested items for this.

5. MVNA/HOTC MOU –

- attach signed agreements to appropriate CBA
- Technical Para-professional Unit - Add Section to Article 9: “Home Health Care and Hospice LPNs shall receive a differential of \$0.75/hr.”
  - **Article 9 – Work Schedules/Premium Pay, Section 4.** ADD THE FOLLOWING NEW LANGUAGE TO THIS SECTION

**MVNA and Hospice LPNs will have variable hours which may vary from day to day. In order to meet the needs of the clients that they serve and the work they need to perform, these hours may not run consecutively. The basic work period will be forty (40) hours per week. A LPN will be paid one and one-half (1 ½) times the LPN's base pay rate for work in excess of forty (40) hours per week.**