

AFSCME COUNCIL 5 – REPRESENTING HCMC AFSCME:

Local 977 (General Services Unit)

Local 977 (Clerical Unit)

Local 2474 (Technical/Paraprofessional Unit)

Local 2474 (Professional Unit)

Union Economic Proposal Presented to:

Hennepin County Medical Center

October 21, 2015

The Union reserves the right to add to, delete, change or modify items presented in this proposal.

ARTICLE 9 – WORK SCHEDULES/PREMIUM PAY

Section 7. Should the EMPLOYER intend to institute flex time, job sharing or work tasking, it shall first meet and confer on any of the above-mentioned items with the UNION. Employees who are eligible for overtime may choose to flex time or receive overtime compensation.

Section 15. Approved vacation and PTO hours shall count as hours worked for the purposes of computing overtime pay.

Section 17. Employees expressly assigned by the EMPLOYER to remain in "On Call-Off Premises" status shall receive ~~\$2.50~~ \$5.50 for each hour so assigned.

Section (NEW). Employees who receive a change in assigned work location with less than forty-eight (48) hours notice shall receive a differential of \$3.50 per hour for the entirety of the shift.

Section (NEW) [Technical Unit]. Employees working in the Ambulatory Float Pool shall receive a differential of \$3.50 per hour.

Section (NEW) [Technical Unit]. Hospital Pharmacy Techs performing Inpatient work shall receive a differential of \$1.75 per hour.

Section (NEW) [General Services Unit]. EVS workers performing floor care shall receive a differential of \$2.50 per hour.

Section (NEW) [General Services Unit]. EVS workers performing bed-stripping/discharge shall receive a differential of \$2.50 per hour.

Section 10 [Technical Unit]. Increase Respiratory Care weekend bonus to \$100.00 and expand bonus to weekday night shift pick ups.

ARTICLE 10 – HOLIDAYS

Section 1. Designated holidays shall be the employee's regularly scheduled hours for that day and as follows...

Section 2. Add the following language at the end of section: "Effective January 1, 2016, all employees regularly scheduled twenty (20) hours per week or more with a minimum of five (5) calendar years or more of employment since their most recent hire date will receive an additional floating holiday to be added to the floating holiday bank (1.23 hours + .31 hours)."

ARTICLE 11 – VACATIONS

Section (NEW). Vacations that are approved by the EMPLOYER shall not be rescinded without the consent of the employee.

ARTICLE 12 – SICK LEAVE

Section 4. Upon complete termination of employment ~~in good standing~~ of any permanent employee, such employee shall be paid for his/her accumulated unused sick leave at the employee's base pay rate subject to the limitations on severance payment stated in the Article herein titled "Severance Pay."

ARTICLE 13 - FLEXIBLE PAID TIME OFF (FLEX PTO)

Section 3. Increase schedule by 1 day annually for all levels 6+ years.

ARTICLE 22 – INSURANCE

Section 1. The EMPLOYER will provide to benefit eligible (at least 40 hours per pay period) employees individual and dependent group hospitalization and medical insurance coverage. Coverage shall begin immediately upon the start of employment.

Employees will be eligible to choose either the Options Plan or the Health Reimbursement Account (HRA) Plan. Employees will have the following options available:

Employee Only Coverage

Employee +1 Coverage

Family Coverage

Individual or single coverage:

Effective January 1, ~~2014~~ 2016 employees who choose the Options Plan with single (employee only) coverage will contribute ~~10% of the monthly premium~~ \$67.00 per month or the non-union contributions amount, whichever is lower. Effective January 1, 2017 employees who choose the Options Plan with single (employee only) coverage will contribute \$70.00 per month or the non-union contributions amount, whichever is lower.

Effective January 1, 2016 Employees who choose the Health Reimbursement Account (HRA) plan will pay ~~5% of the monthly premium~~ \$28.00 per month for employee only coverage or the non-union contribution amount, whichever is lower. Effective January 1, 2017 employees who choose the Health Reimbursement Account (HRA) plan will pay \$30.00 per month for employee only coverage or the non-union contribution amount, whichever is lower.

Single +1 and Family coverage:

Effective January 1, 2016 Employees who choose Options plan for the employee +1 or family coverage will pay ~~twenty three and one half percent (23.5%) of the monthly premium~~ contribute \$280.00 per month for employee +1 coverage or \$360.00 per month for family coverage or the non-union contribution amount, whichever is lower. Effective January 1, 2017 employees who choose Options plan for the employee +1 or family coverage will contribute \$290.00 per month for employee +1 coverage or \$380.00 per month for family coverage or the non-union contribution amount, whichever is lower.

Effective January 1, 2016 Employees who choose the Health Reimbursement Account (HRA) plan for employee +1 will pay ~~17.5% of the monthly premium~~ contribute \$180.00 per month or the non-union contribution amount, whichever is lower, and for those who choose family coverage will pay ~~eighteen and one half percent (18.5%) of the monthly premium~~ contribute \$235.00 per month or the non-union contribution whichever is lower. Effective January 1, 2017 employees who choose the Health Reimbursement Account (HRA) plan for employee +1 will contribute \$185.00 per month or the non-union contribution amount, whichever is lower, and for those who choose family coverage will contribute \$245.00 per month or the non-union contribution whichever is lower.

In no case shall the allowance exceed the actual cost of the group coverage selected. Any cost balance which exceeds the amount available within the monthly allowance after deduction of the premium for the selected group coverage shall be paid by the employee through payroll deduction.

Effective January 1, 2015, non tobacco users will experience less of an increase in insurance premiums than tobacco users. An employee's tobacco use status will be based on the employee signing an affidavit attesting to his/her tobacco use practices. The EMPLOYER may offer incentives, in the form of reduced premium contributions and/or reduced copays, for non-tobacco users.

Section 5. The EMPLOYER shall pay the full cost of a ~~\$20,000~~ \$50,000 double indemnity individual term life insurance contract for each employee and \$50,000 for the employee's spouse.

Section 8. ~~The EMPLOYER reserves the right to change insurance carriers or self-insure. If such change of carriers or self insurance is to result in a change in the level of employee benefits, the EMPLOYER agrees to meet and confer with the UNION on the change.~~ There shall be no plan design changes that result in a reduction of the level of employee benefits during the term of this AGREEMENT.

ARTICLE 41 - WAGE RATES

Section 1. Effective the first full pay period in January of 2016 all employees will receive a 5% across the board wage increase (ranges and steps increased by 5%). Effective the first full pay period in January of 2017 all employees will receive a 5% across the board wage increase (ranges and steps increased by 5%).

Employees at the max of their range will receive an additional 3.5% effective the first full pay period of January of each year.

Effective January 1, 2016, eliminate steps below \$15.00 for stepped wage classes and increase minimum for stepless job classes to at least \$15.00. Nothing in this proposal shall, stated or implied, limit any across the board increases.

Realign minimum wages to reflect where folks are being hired and \$15.00 minimum. (Suggested minimums increases reflect pre-across-the-board amount).

General Services Unit

- Eliminate Steps 1-2 for Cook
- Eliminate Steps 1-3 for Cook Sr
- Eliminate Steps 1-3 for Environmental Svcs Worker
- Eliminate Steps 1-4 for Food Service Worker and Sr
- Eliminate Steps 1-3 for Health Care Asst
- Realign Material Services Associate Series
- Eliminate Steps 1-2 for Nursing Assistant
- Eliminate Steps 1-2 for Rehab Aide
- Eliminate Steps 1-2 for Respiratory Therapy Assistant
- Eliminate Steps 1-2.5 for Stock Clerk
- Similar changes to newly added job titles

Clerical Unit

- New Scale for Clerk, \$15.00-\$18.00 stepless
- Eliminate Step 1 for Credit/Collections Rep
- Eliminate Steps 1-3 for Medical Office Specialist and Medical Office Specialist Sr
- Eliminate Steps 1-2 for Medical Secretary Sr
- Eliminate Steps 1-3.5 for Office Specialist I-III

Eliminate Steps 1 & 1.5 for Office Specialist Principal
Increase Minimum for Patient Access Specialist to \$17.50
Increase Minimum for Patient Access Specialist Sr to \$18.00
Eliminate Steps 1-4 for Patient Services Coordinator
Eliminate Steps 1-2.5 for Payroll Representative
Eliminate Steps 1-4 for Payroll Specialist
Eliminate Steps 1-5.5 for Public Service Asst
Eliminate Steps 1-2.5 for RCM Representative
Increase Minimum for RCM Representative Sr to \$18.00
Eliminate Steps 1-3 for RCM Specialist
Create parity between RCM Rep Sr and RCM Specialist
Similar changes to newly added job titles

Technical/Paraprofessional Unit

Eliminate Step 1 for Bio-electronics Asst
Eliminate Steps 1-1.5 for Central Processing Tech I
Eliminate Steps 1-3 for Central Processing Tech II
Eliminate Steps 1-6.5 for Chemical Health Counselor
Eliminate Steps 1-2 for Dental Assistant
Eliminate Steps 1-4.5 for Electrocardiogram Tech and Sr
Eliminate Steps 1-2 for Laboratory Asst
Eliminate Steps 1-4.5 for Medical Assistant
Increase Minimum for Medical Lab Technician to \$18.28
Eliminate Steps 1-2 for Mental Health Worker
Eliminate Steps 1-3 for Nurse, Licensed Practical
Increase Minimum for Pharmacy Technician to \$15.55
Increase Minimum for Pharmacy Technician Sr to \$16.65
Eliminate Steps 1-2.5 for Protection Officer
Eliminate Steps 1-3.5 for Respiratory Therapist and Sr
Eliminate Steps 1-5 for Security Dispatcher
Similar changes to newly added job titles

Professional Unit

Eliminate Steps 1-3.5 for Social Worker, Social Worker Psychiatric, and Social Worker Sr
Increase Minimum for Speech-Lang Path Prog Spec to \$34.00, Increase Max to \$42.00
Increase Minimum for Speech-Lang Pathologist to \$32.00, Increase Max to \$39.00

Market Adjustments. Dietitians, RCM Series, Residency Program Coordinators, Coding Specialist Series, Lab Assistant, OS Series, Pharmacy Technician, Speech-Lang Path Series, Mental Health Workers.

Compress Material Services Series to one classification (wage range of new, merged class will reflect the minimum from MSA2 and maximum from MSA3).

[Update Wage Scales to reflect negotiated changes.]

Section #. Placeholder for Dental.

ARTICLE 42 - UNIFORMS [Technical Unit]

Increase in the Security Officers uniform allowance and improvements to the verification process.

ARTICLE 43 - LUMP SUM PAYMENT

[Pending resolution of Wage Rates]

ARTICLE (NEW) - PARITY

Should another Union or Non-Union group of employees of the EMPLOYER receive an economic benefit, excluding Article ## - Wage/Salary Rates, in excess of those established in this AGREEMENT, the EMPLOYER will provide the greater benefit to the employees in this bargaining unit.

LOCAL 2474 TECHNICAL PARA-PROFESSIONAL UNIT specific proposals

ARTICLE 2 – RECOGNITION

Replace the entirety of Section 1 with the following:

Section 1. The EMPLOYER recognizes the UNION as the exclusive representative for the following unit of Hennepin County Medical Center employees under the Minnesota Public Employment Labor Relations Act (Minnesota State Statute 179A.01 et. seq.) Technical Para-Professional Unit (AFSCME Council 5). Employees in all Technical Para-Professional and related classifications who are full time (forty (40) hours per week) and part-time (fourteen (14) or more hours per week) or working more than sixty-seven (67) work days per year exclusive of supervisory, confidential, and all other individuals and classifications in the employ of the EMPLOYER.