

RAMS

BARGAINING UPDATE

JANUARY 20, 2021

**NEXT
BARGAINING
SESSION**
THURSDAY,
JANUARY 28
9AM-NOON

NEGOTIATIONS CONTINUE FOR OUR NEXT RAMS CONTRACT

We have now met several times with RAMS management to negotiate the noneconomic terms of our new contract. While we were able to reach agreement on many articles in our early sessions, we remain apart on several important issues:

| OUR PROPOSAL | MANAGEMENT'S RESPONSE |
|---|--|
| Exempt Employees: Recognize more RAMS workers with a professional exemption so they can manage their own schedules. | Rejected - No Counter-Proposal |
| Job Vacancies: At least one RAMS bargaining unit member appointed by RAMS steward councils can participate in interviews for supervisors and managers. | Rejected - No Counter-Proposal |
| Discipline: Disciplinary records in employee files will be removed after one year. | Rejected - No Counter-Proposal |
| Management Rights: Add contract language to protect us against changes made to labor law by the Trump Labor Board. | Rejected - No Counter-Proposal |
| Work from Home: Employees are eligible to work from home at least one day per week after six months of employment. | Rejected - Management does not believe that all programs should be able to negotiate partial work from home schedules post-pandemic. |
| Visa Application Process: Guarantee better timeliness and equity for visa application process. | No response yet |



"Today in bargaining, we heard a lot of 'no, no, no' from RAMS management."

– Belinda Nguyen, Hire-Ability Vocational Services

JOIN US AT BARGAINING

Our next bargaining session is scheduled for Thursday, January 28 at 9A.M.

Will you join us to show RAMS management that we are united to win a strong contract?

For more information, contact your RAMS steward, bargaining team member, or your NUHW organizer Teddy Watler at (562) 277-0713 or twatler@nuhw.org.