

BARGAINING UPDATE

MARCH 30, 2021

**NEXT
BARGAINING
SESSIONS**
APRIL 13, 15, 21, 22
3PM to 7PM

SOME PROGRESS AT THE BARGAINING TABLE

We met with the employer on March 23 and 25 and discussed our proposals that have been on the table for some time. We were successful in reaching several tentative agreements (agreements that we reach during bargaining that are subject to members' final approval once we reach an agreement on all issues).

With many of the language issues resolved or close to resolution, it won't be long before we start talking ECONOMICS.

AGREEMENTS REACHED IN OUR MOST RECENT BARGAINING SESSIONS

INTENT: This Article sets forth the commitment that all employees, physicians, supervisors, managers, Union stewards, Union officials/representatives will treat each other and inmates, regardless of position, with dignity, courtesy, respect, and honesty.

UNION MEMBERSHIP: This article deals with the requirement that employees become members of the Union or, if not, payers of fees equivalent to dues.

NOTICE: This provision sets forth the requirements with which the Employer must comply when giving any official notice to employees.

EMPLOYEE CATEGORIES: The language of this article establishes full-time employees as working 30 hours per week or more, part-time employees as working a regular established position of fewer than 30 hours, PRN (per diem) as having no set schedule, and temporary employees who may work for time for special projects.

OVERTIME: This article details how overtime is paid and the instances, when no volunteers can be found for work, the requirement of overtime.

LAYOFFS: This provision deals with the unlikely event of a reduction in force. The Employer will first ask for volunteers and then go by the following sequence:

Probationary employees, PRN employees, part-time employees, and then, lastly, full-time employees. The decision to lay off employees by reverse seniority requires that the remaining employee has the specialized training, certifications and licenses and has no active discipline on file (12 months for warnings and 18 months for suspensions). Recall from layoff is by seniority.

JOB VACANCIES: This article allows employees to bid on open positions using their seniority, if they have the qualifications (specialized training, certifications, licenses) and no active discipline on file. Also, employees can choose to go to PRN status by giving the Employer notice.

MEALS/BREAK PERIODS, PAY CHECKS: These two separate article deal with the requirements of giving employees breaks and lunch periods. Also, the article on paychecks sets forth how mistakes are corrected.

HEALTH AND SAFETY: This article sets forth the Employer's commitment to providing a safe work environment. It also established various tuberculin and hepatitis testing norms.

Please see back for tentative agreements reached during earlier bargaining sessions.

AGREEMENTS REACHED IN PREVIOUS BARGAINING SESSIONS

RECOGNITION: This provision deals with the Employer's recognition of the Union as the bargaining agent for members in covered classifications at each worksite.

NEWLY CREATED JOB CLASSIFICATIONS: This provision requires the Employer during the term of the contract to bargain over wages if the Employer creates any new classification within the scope of duties of positions covered by the Agreement.

BULLETIN BOARD: This provision provides for a bulletin board for posting of Union notices.

DISCIPLINE AND DISCHARGE: This provision provides for appropriate progressive discipline for violations of work rules. It also provides for the right of workers to have a steward present during a meeting with the Employer where the Employer is investigating an employee's alleged violation of work rules. Also, warnings given to an employee are removed after 12 months, and suspensions are removed after 18 months.

PERFORMANCE EVALUATIONS: Evaluations are subject to the grievance procedure if they are used to support discipline. In order to grieve the evaluation, the employee must have submitted a written rebuttal when they expressed disagreement with the evaluation.

GRIEVANCE PROCEDURE: For disputes regarding the interpretation of the Agreement or unjust discipline, employees have access to a grievance procedure that allows them to remedy the contract violation or discipline with the potential of a third-party neutral being the final step of the process.

ACCESS TO PERSONNEL RECORDS: This provision allows an employee to review their personnel file. Also, if an employee opts not to file a grievance over a disciplinary action, they have the right to submit a written rebuttal.

DISCRIMINATION: This section of the Contract prohibits discrimination by the Employer, the Union, or any individual employee.

SUPERVISION AND MANAGEMENT: This article of the Agreement provides that management can perform certain functions normally performed by employees provided such work has no impact on the hours of workers.

PROBATIONARY PERIOD: For new employees, probation will be 90 days for full-time employees and 120 days for part-time and PRN (Per Diem) employees.

SENIORITY: This provision establishes seniority for employees. Current employees will have seniority recognized from their most recent hire date with the Employer. New employees hired after the Agreement goes into effect will have seniority begin the day they enter they are hired.

HOURS OF WORK: This article established the work week and work day for the purpose of calculations of overtime which is dealt with in another provision of the Agreement.

REPORTING PAY: In instances where an employee must be called off after reporting to work, they are at least 2 hours. Also, if an employee is called to work within 1 hour of the beginning of the shift, they shall be paid for the beginning of the shift provided they have arrived within 30 minutes of the start of the shift.

WHISTLEBLOWER PROTECTION: This article protects the employee's right to expose wrong doing by any manager or supervisor.

SECURITY CLEARANCE/CREDENTIALS: This provision reiterates the Employer's need for all employees to have security clearance from the sheriff's office and that all employees keep their licensure/credential up-to-date.

PAY FOR NEGOTIATIONS: Up to 4 employees can participate in bargaining on paid time for current sessions and any bargaining that may occur during the term of the Agreement.

JOIN US AT BARGAINING: APRIL 13, 15, 21, 22 - 3PM - 7PM

Some of the issues we will discuss: Work Rules, Leaves of Absence, Work Schedules, Job Descriptions

Members are welcome and encouraged to attend bargaining during time off and breaks.

Zoom meeting information will be emailed and texted to members soon.

For more info, contact NUHW Organizer Mateo Rebecchi at (206) 218-6018 or mrebecchi@nuhw.org.