Recap from Bargaining

We met for bargaining on September 21 and 22.

The team presented comprehensive proposals regarding language on hours of work, encompassing work schedules and weekend requirements. Additionally we presented language on leaves of absence. We are pleased with the way that we are moving towards an agreement on our proposals passed so far. Furthermore, we have successfully passed language pertaining to seniority and layoffs.

By end of the first day, we had reached an agreement on language pertaining to Leaves of Absence.

On Friday, we separated and presented a proposal of Article 1 - Section 1.1, which defines which positions are part of the union.

Currently, St. Charles would like to exclude the position of transitions nurse. Initially, the St. Charles administration included this position in the original application for recognition submitted to the national labor board. However, St. Charles now seeks to remove this position from the contractual agreement. Given that this part of the article was connected to membership and fair share payment, we have separated it so that we are able to reach a consensus on the compensation of the bargaining unit, so we are able to move forward with other articles in the contract. We will re-address membership and fair share later in the negotiations.

Continued on page 2
Recap from Bargaining

We also presented our article on insurance coverage and benefits. We have asked for the same benefits that all other union-represented nurses have currently across the system. St. Charles has passed most language back to us that would keep us at “status quo” which means they want the HHH nurses to have the benefits of non-represented employees at St. Charles. This, per our survey, is one of the top three issues for our nurses currently! We will continue to ask and fight for equal treatment with all other nurses across the system!

We had GREAT discussion across the table on our presented language for schedules and work requirements on Friday morning. We are hopeful to come to an agreement that will improve staff satisfaction and continue to provide great patient care to all our home health, and hospice (HHH) patients! We feel very hopeful that we will reach agreement on this language soon!

Friday afternoon we were able to pass an article forming a labor/management committee that would allow staff and management to meet to discuss all labor and management concerns. The rest of the day was spent working on definitions and roles of committees within HHH. We plan to pass this first thing at the next bargaining session October 4

We are now solely focused on getting the compensation language completed and passed by the end of the next bargaining session. If we can pass this at the next bargaining session, we will have given St. Charles the entire contract by October 5.

How can I help?

We are still looking for people to help provide meals to the bargaining team members. The next bargaining dates are October 4 & 5!

▶ Wear your stickers on bargaining dates and do not forget to pick-up a car sign from a bargaining team member.

▶ Talk to friends and family and let them know about the negotiations! We need to begin to educate the public that we were NOT part of the St. Charles Bend contract. People need to know that we did NOT receive the same compensation and benefits that was given to ALL OTHER St Charles nurses!

St Charles currently is pushing to keep things as “status quo,” but we are not happy with the status quo. That is why we joined together to form a union! Keep focused, keep fighting!