

CWA Final Bargaining Report

Article Number	Article Name	Summary
<u>SJC SERVICE</u>		
SJC SER 1	Recognition	<ul style="list-style-type: none"> Language clean up, the employer agrees to provide bargaining unit membership lists biweekly. (previous practice was monthly)
SJC SER 2	Union Representation	<ul style="list-style-type: none"> If the employer knows that pulling a steward or officer off their unit will cause a staffing concern, they will contact the local. The union will be granted access to hospital conference rooms when requested and approved in advance, for the purpose of conferring with bargaining unit employees regarding grievances and administration of the contract
SJC SER 3	Categories of Employees	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC SER 4	Per Diem Employees	<ul style="list-style-type: none"> No significant changes
SJC SER 5	Temporary Employees	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC SER 6	Seniority	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC SER 7	Downstaffing	<ul style="list-style-type: none"> When temporary reductions are needed, employees will first be offered the opportunity to float to an available assignment. No increase in the mandatory downstaffing amounts.
SJC SER 8	Layoff and Recall	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC SER 9	Vacancies, Job Bidding, and Transfers	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC SER 10	Hours of Work	<ul style="list-style-type: none"> In the case of a variable start position, seniority will be the determining factor. Final work schedules will be posted at least 2 weeks in advance. Final work schedules may only be changed with the knowledge and agreement of the supervisor responsible and the affected employee(s), or to fill open shifts. If balancing of the schedule is required agency will be moved first; if further balancing is required, it will be done by inverse seniority before posting of the schedule. (No one should have their schedule changed once it is posted, unless they agree to the change). When extra shifts are available, they will be posted on the needs list for 7 days.

		<p>After the 7-day period ends, and not before, the shifts will then be awarded.</p> <ul style="list-style-type: none"> • Full shifts will be awarded before partial shifts. • Paid 15-minute breaks cannot be taken within the last hour of the shift. • Employees will be paid for all hours of mandatory in-service. (If the in-service/class is scheduled for 8 hours and you are released early, you will be paid for the full 8 hours you were scheduled.) Employees will also be allowed to pick up extra hours to make up the difference between the hours in their regular shift and hours in a mandatory in-service program, or they may use accrued unused PTO to cover the difference in hours. • It is expected that employees will make every effort to complete CBLs during hours of work, but those who complete CBLs on their own time will be paid for their time but must obtain prior approval from the manager/supervisor.
SJC SER 11	Extended Shifts	<ul style="list-style-type: none"> • Extended shifts beginning before 11 am and continuing after 7 pm will also include an additional 20-minute meal period between 5 pm and 7 am. (ex 9a-9p shift would get one 15 min break, 30 min lunch, and an extra 20 min meal period.)
SJC SER 12	Floating	<ul style="list-style-type: none"> • The employer will make every attempt to provide adequate coverage for the home unit before assigning an employee to float. • Employees picking up extra time/overtime on their home unit will not be floated. • No floating will occur if the floating will short-staff one unit to make the other whole.
SJC SER 13	Health and Safety	<ul style="list-style-type: none"> • Up to 2 bargaining unit representatives from each bargaining unit selected by the union will be on the employer's Health and Safety committee. (This is an increase from the current practice) • The committee will meet at least once every month, and union representatives shall be compensated for time worked for time spent in committee meetings and for

		<p>time spent on mutually approved assignments/projects as determined by the committee.</p> <ul style="list-style-type: none"> • No employee shall be expected or permitted to work under conditions that will create an immediate and unduly hazardous threat to their safety or health. • It is the employers' and unions' objective to maintain an effective and ergonomic program, including but not limited to a “minimal lift” and “no lift” work environment.
SJC SER 14	Parking	<ul style="list-style-type: none"> • No change - current contract
SJC SER 15	Cafeteria Discounts	<ul style="list-style-type: none"> • No change - Current Contract
SJC SER 16	Shift Differential	<ul style="list-style-type: none"> • Deleted - Moved to Common Table
SJC SER 17	Employee Access to Union Representation	<ul style="list-style-type: none"> • Deleted - Moved to Common Table
SJC SER 18	Paid Time Off (PTO) and Holiday Scheduling	<ul style="list-style-type: none"> • Current holiday rotation procedures in departments that meet the needs of the department shall continue. • If a department or work unit is closed or has limited staffing due to reduced services on a holiday, the employee may take a PTO day to keep them whole to budgeted hours, or take the day unpaid, if the schedule does not provide an opportunity to be scheduled another day within the week. • Full Vacation weeks will be granted before single PTO days • Single PTO days will not count towards the maximum prime time limit. • Should there be remaining weeks during prime time, the manager will offer an additional prime time week to staff beginning with the most senior. • In all cases sufficient PTO time must be available when the approved period of time off arrives. If the employee does not have sufficient time available then they may be required to work all or part of their regularly scheduled hours as needed.
SJC SER 19	Call-In Pay	<ul style="list-style-type: none"> • No change - Current Contract
SJC SER 20	Voluntary Flexible Spending Account	<ul style="list-style-type: none"> • Deleted - Moved to Common Table
SJC SER 21	Dress Code	<ul style="list-style-type: none"> • Deleted - Moved to Common Table
SJC SER 22	Complete Agreement	<ul style="list-style-type: none"> • No change - Current Contract

SJC SER MOU 1	Shift Rotation	<ul style="list-style-type: none"> • Shift rotation will not occur if the rotation leaves the day shift short
SJC SER MOU 2	Short Shifts	<ul style="list-style-type: none"> • Language clean up to reflect current practices. • The following departments may post positions where shifts may be less than 8 hours in duration: Dietary & Nutritional Services, Pharmacy, and Distribution
SJC SER New MOU	Recognition	<ul style="list-style-type: none"> • Language that recognizes job titles that have been eliminated from St Joe's, with the understanding that if these titles were brought back, they would return to the bargaining unit..