



# Contract Bargaining

## Union Member Update

### How Seriously Is Comprehensive Taking Negotiations? See For Yourself!

Compare our proposals & Comprehensive's as of Aug. 4. And JOIN US in negotiations Monday, 10am (link below).

Union Proposals	Employer Proposals
<b>Safe Staffing ratios</b>	<b>REJECTED</b> They promise to follow the law.
<b>Wages that Transform our Industry</b> Living wages walking in the door.  CNAs \$20.00 LPNs \$25.00 All others \$16.00   Across the board increases (years of service or experience): <b>Longevity</b> 5+yrs \$.50 10+yrs \$.75 20+yrs \$1.00  <b>Shift Differentials</b> increase \$2.00 per hour  <b>Covid Pay</b> during outbreak \$5.00 per hour and paid while sick or quarantining related to covid.	Employer hasn't proposed any start rate changes. Proposed to add ATB wage increases to the rates.  <b>Priority:</b> proposed to make the temporary bonuses permanent on the wages. \$1.00 for CNAs, LPNs and cooks; \$.75 for all others  <b>Comprehensive:</b> proposed to make temporary bonuses permanent on wages. \$1.00 for CNAs, LPNs and cooks; \$.50 for all others  <b>Employer proposed if Employees waive insurance and PTO, CNA's will receive \$2.00 increase and LPNs will receive \$3.00.</b>  <b>REJECTED</b>  <b>REJECTED</b>  <b>REJECTED</b> Proposed to negotiate over a pandemic
<b>Employer Paid Healthcare (Union Health fund)</b>  Single coverage –90% employer paid Parent & Child(ren) & Family–80 % employer paid	<b>REJECTED</b> all improvements. - Comprehensive rejected the Highmark Blue Cross Blue shield Union Healthcare Plan. - Priority proposed to leave the Union Health Plan.
<b>Successorship – protection for us and residents if our home is sold</b>	<b>REJECTED</b>
<b>Vacation improvements</b>	<b>REJECTED</b>
<b>Agency Accountability</b>	<b>REJECTED</b> Waiting on requested information
<b>Training and Upgrading Fund improvements</b>	<b>REJECTED</b>
<b>Neutrality – union growth</b>	<b>REJECTED</b>
<b>TNA's and Causals – members of union</b>	<b>REJECTED</b>

While we have several tentative agreements, we continue to be very far apart on our core issues. Join us for bargaining on Zoom **Monday anytime after 10am** and then again at a virtual meeting with workers at all 38 homes on **Wednesday, August 10** (watch for the invitation!)

**NEXT BARGAINING SESSION: Monday, Aug. 8 - 10am**  
**Link: [bit.ly/comp-8-8](https://bit.ly/comp-8-8) Passcode: 1574**



**SEIUHealthcare.**  
 United for Quality Care

For more information, contact your organizer or the union leader in your building.