

SEIU 2005 Cross-Regional Bargaining

Summary of provisions to be added to Local Contracts

For the first time ever, our five (5) SEIU Locals representing 47,000 of the 83,000 members in the Coalition of Kaiser Permanente Unions got together to negotiate one national Master Agreement covering all SEIU Locals. The contract provisions negotiated in this Master Agreement are automatically added to all Kaiser SEIU Local Contracts.

The immediate goal in participating in Cross-Regional Bargaining is simple: Leverage our numbers and bargaining power to elevate standards by picking the best local language from various SEIU Local Contracts. Our long term goal is to create a uniform employment experience for all SEIU members at Kaiser across the country.

For SEIU Local 105 members, the results from Cross-Regional Bargaining were productive. The twenty-seven (27) contract provisions negotiated in Cross Regional Bargaining were improvements to SEIU Local 105's existing contract on virtually every issue negotiated. We didn't lose any ground on any contract issue.

Some of the highlights and improvements made in this historic Cross-Regional Bargaining, when ratified, will include:

- All SEIU Locals (excluding one small California unit) will now have ***common expiration dates*** in all of our Local Contracts. This gives us more leverage and negotiating strength when we go back to the bargaining table in five (5) years.
- **Payday and Paychecks:** We won improved language that states, "Paycheck shortages shall be paid by no later than the end of the next business day upon request of the employee..." The old contract language stated, "Paycheck shortages shall be applied to the next pay period (unless the Employer determines it is a hardship)." Although we encourage employees to have miniscule mistakes moved to the next paycheck, you will now decide whether it needs to be paid the next business day.
- **Grievance and Arbitration Procedure:** We now have a dramatically improved Grievance and Arbitration procedure that includes no time limits on errors in "wages, benefits and discharge." We also have additional flexibility on timelines for filing grievances. Although the grievance and arbitration language in the contract has been improved, we still have all the same Issue Resolution procedures available to us under the existing contract that will be continued.

- **Bulletin Boards:** We have improved language for use of Local 105 Bulletin Boards in all Kaiser facilities.
- **Performance Evaluations:** We have dramatically improved language on performance evaluations that clearly states that this tool is to be used as a “teaching tool to provide an opportunity for feedback, recognition and identification of mutual areas of interest.” In order to prevent the potential abuse of these tools to deny our members opportunities, the new contract language states, “Performance evaluations are not intended to be used as a means of discipline; therefore, the contents of such evaluations will not serve as a basis to deny transfer rights or promotions.”
- **Conscientious Objection:** There is a new provision in the contract to create flexibility for employees who do not want to be involved in abortion procedures to be removed from those procedures available to patients.
- **Probationary Employees:** One important change to the new language for probationary employees is a new requirement for “mutual consent” between the Employer and Union to extend the 90 day probationary period. Our old language in the Local 105 contract permitted the Employer to extend the probationary period without the Union’s consent as long as the Employer “notifies the Union and supplies justification for said extension.”
- **Union Staff Representatives and shop stewards:** We now have more improved and clearly defined language around the ability of union staff and Stewards to have “access rights beyond those of the public and other non-employees” at facilities to conduct union business. The new language gives us broader access rights for the purpose of “observing working conditions,” and “following up on inquiries and concerns of bargaining unit employees.” We also clearly state that “there will be no discrimination against Shop Stewards because of Union activity.”
- **New Employee Orientation:** There is new language in the contract that guarantees the Union thirty (30) minutes at the New Employee Orientation sessions the Employer conducts for new hires. Our old contract did not have language on this. Although we were given some time at NEO in the past, there have been problems around when that time has been scheduled (during a lunch break or at the end of the day when folks are tired). The new language states that “The Union and Employer shall coordinate times” to meet with new employees. We will now be involved in the scheduling process.

Our first Cross-Regional Bargaining session provided us with a good first step in creating a uniform work experience for SEIU members across the program at Kaiser. In future bargaining sessions, we will continue to leverage our numbers to win better contract provisions for our members. This process demonstrates that we are *stronger together*.