

# Local Bargaining Summary

## SEIU Local 105

Building on our success in National and SEIU Cross-Regional Bargaining, the third and final round of negotiations completed was the Local Bargaining Contract. With economic issues already dealt with at the national table, one of our major tasks in Local Bargaining was to address local problems around the lack of contract compliance taking place in certain areas since the 2000 contract was negotiated.

One major goal in Local Bargaining was to create contract language to deal with Kaiser's regional transgressions in the following areas:

- Improperly moving jobs outside our Bargaining Unit.
- The improper use of subcontracting.
- The use of temporary workers beyond the six (6) month period permitted under the Contract.
- Lackluster performance by Kaiser in upgrading wages in job Classification/Grade Review requests.

Our Local Bargaining Committee was successful in addressing all of the above noted issues by negotiating new contract enforcement language to create a new "Job Classification Review Committee." This new committee, with three (3) SEIU Local 105 members on it, will meet monthly to address all "serious issues concerning contract compliance." The scope of the Committee will include:

- New Job Classifications and Classification/Grade Review requests.
- The coverage and scope of our bargaining unit
- Proper use of "Supervisory Employees."
- Subcontracting issues.
- Temporary workers.
- Other "serious issues concerning contract compliance."

**Some additional areas of the Local Contract where we were able to negotiate improved language for our Local 105 members include:**

**Job Bidding and Selection Criteria:** Clarification that the panel interviews will contain three (3) labor representatives picked by labor. We also improved language by permitting those who meet *minimum* (not all) qualifications for the job have the ability to bid.

**Evaluation Period:** We have improved language that permits employees who choose not to remain in a new position they take the ability to return to the former position within fourteen (14) calendar days. This new language applies to transfers and

promotions and enables folks to return to their prior positions without the loss of seniority or their former wage rate.

**Job Descriptions:** New language in the Contract gives the Union and individual employees more involvement in job descriptions. This language states, “The Employer shall, in Partnership, work with employee(s) and the Union in preparing or revising job descriptions.” Any disputes in these processes can also now be referred to the new Job Classification Review Committee where the Union will have trained representatives with a good level of expertise in the process address the concerns of our membership.

**Rest and Meal Periods:** We have improved contract language to permit our members to combine one of their fifteen (15) minute breaks during the day to be added to their meal period if the employee chooses to do so.

**Steward Education and Training:** For the first time ever, we have language in the Local Contract that guarantees four (4) paid hours per month for each Steward to receive education and training to better represent the interests of our membership.

**Bereavement Leave:** We have dramatically improved language that expands the ability of members to attend funerals and memorial services for a wider group of people included under prior contract language. *There are now thirty-two (32) categories of relatives, domestic partners, Step-In-laws, etc. that our members can attend funeral or memorial services for.*

**Float Holidays/Flexibility Personal Hours:** New Local Contract language now gives our members added flexibility in how “Work Life Balance” time can be used to take care of the important personal issues that all of us encounter in our lives. To create better “work life balance,” four (4) Float Holidays and one (1) Sick day will be converted to five (5) Personal days (40 Hours). These hours can be used in increments of no less than two (2) hours and will not be counted toward attendance. This dramatically improves the ability of our membership to schedule important meetings, errands and chores without taking full days off to attend to important obligations and tasks.

**Coders:** One of the only “economic” issues that Local tables were permitted to address was in categories of “hard jobs to fill,” as determined by the national Common Issues Committee. This “released” to the Colorado Local table the ability to negotiate improvements for one defined group of workers: Coders. In Local negotiations, we successfully negotiated improved wages in two (2) Coding job classifications that will result in raises of 10% and 11% (effective Oct 1, 2005) for those two Coding Classifications.

**Education and Training Fund:** In addition to and separate from the \$100 million dollars negotiated in national workforce planning funds, we were able to increase the Local Education and Training fund from \$25,000 each year of the five (5) year contract to \$30,000 each year. This brings an additional \$25,000 into this fund over the life of the

contract. Since the Coding category was the only economic improvement we were able to address at the Local table, the additional \$25,000 has to be used for training and education for Coders. We still have \$125,000 left to spend on training and education for other Local 105 member needs. We will continue to use these funds on a case by case basis to help our members improve skills, take courses, buy books and do anything else that benefits the needs of our members.

**Union Leave:** We were able to cut down the advance time needed to pull people out of the bargaining unit to work on important matters vital to the interests of our membership. Instead of the old 30 day advance notice requirement, we now only need 21 day notice to Kaiser to pull people out on important union work.

**Seniority:** We improved contract language around Seniority to now apply during Union Leaves. For the first time ever, we also worked out with UFCW Local 7 the ability to provide for reciprocal Seniority transfers when Colorado union members transfer from or into the other bargaining unit (SEIU to UFCW or UFCW to SEIU). This will help important categories of workers like LPNs who go from LPNs to RNs and want to continue to work at Kaiser and not lose all of their Seniority rights.

**Lead Employees:** For the first time ever, we now have language in the Contract that clearly defines the roles and responsibilities of “Lead Employees.” We also clearly state that Lead Employees will not perform supervisory functions. The new language gives greater guidance and direction for Lead Employees and clears up some confusing issues our members have had around the roles and functions of Lead Employees.

**Jury Duty and Subpoenas:** We have slightly improved Jury Duty language that also enables members time off to answer certain types of subpoenas. We also state for the first time in the Contract that employees will not be disciplined because of the need to respond to subpoenas.

**Severance:** We have new contract language that provides improved application of severance benefits for our membership. This is supplemental to the language on employment and income security provided for in the National Agreement. *We still preserve in that language the fact that we have a no layoff agreement with employment and income security for all of our members.*

**Full text of Local Contract:** The full text of the Local Contract will not be available until after the ratification vote. The Labor and Management leads in Local negotiations are performing “housekeeping” decisions concerning where to place certain contract language.