SRS APP Bargaining Update #1

On the evening of Wednesday, April 17, 2024, we kicked off our negotiations when we met with SRSMG management representatives at the SRS administration office building on Copley.

We discussed ground rules, which are usually one of the first items that the parties negotiate when bargaining begins. We articulated several concerns about a set of proposed ground rules that the employer had made prior to the meeting and gave them a comprehensive response. After exchanging dialog, it appears we are on a path to resolution on ground rules for this negotiation. The purpose of having ground rules is to expedite and help facilitate the bargaining process.

We also made and discussed proposals on the following items:

ARTICLE	STATUS	ABOUT
Preamble	Tentative Agreement reached	The agreed-upon language states: "*The parties agree that the mission of both the Employer and the Union are to improve the health of those we serve and provide high quality care for patients and the community."*
Article 1 – Recognition and Coverage	Management hasn't responded	The recognition clause establishes the legal basis for the agreement and is the company's recognition that the union is the exclusive representative.
Article 2 – Courtesy	Tentative Agreement reached	The agreed-upon language states: "*The Employer and the Union agree to encourage all employees and physicians, regardless of position or profession, to perform in a respectful, courteous, and dignified manner when such individuals interact with fellow employees, patients, and the public.*"
Article 3 – Rights of Management	Management hasn't responded	In general, Management Rights clauses say the employer has the right to run the workplace. This is a general right and does not mean they can change any working conditions any time they want.
Article 6 – Non-Discrimination	Management hasn't responded	A standard clause that is included in a collective bargaining agreement to prohibit discrimination and harassment against employees.
Article 13 – Economic Action	Management hasn't responded	A standard clause that prevents work stoppages and lockouts during the term of the agreement.
Article 21 – Savings Clause	Tentative Agreement reached	A standard clause that is included in the contract to sever any provision of it deemed invalid, illegal, or otherwise unenforceable while preserving the validity of the remainder of the agreement.

Future Bargaining Dates

- April 29 (4/29/24), 6:00 PM, Virtual (Teams)
- May 13 (5/13/24), 6:00 PM, Virtual (Teams)
- May 20 (5/20/24), 6:00 PM, Virtual (Teams)
- June 4 (6/4/24), 6:00 PM, Virtual (Teams)
- July 17 (7/17/24), 6:00 PM, Virtual (Teams)
- July 22 (7/22/24), 6:00 PM, Virtual (Teams)

We are working towards reaching an agreement with management for these meetings to be held virtually on Microsoft Teams, which will allow bargaining unit APPs to observe bargaining meetings. We stressed to the employer that it's extremely important that this negotiation process be open and accessible for everyone covered by our union.

Have a question?

Please contact srsunited@unacuhcp.org.