Bargaining Update #7

Our bargaining team has continued to have productive bargaining with SRSMG. We met virtually on July 22, August 8, and August 19. Here is a summary of our progress to date.

Regarding the Cost of Living Adjustment (COLA):

At the August 19, 2024 virtual bargaining session, we reiterated our position that our union has fully waived any constraints from management in providing a Cost of Living Adjustment (COLA), a custom that has been practiced for years. We sent a letter to management electronically on August 16, 2024 stating that we have no objections to the employer continuing to provide the COLA.

Tentative Agreements

We have reached tentative agreements on the following**:**

- Preamble
- Article 1 – Recognition and Coverage
- Article 1c – Definitions
- Article 2 – Courtesy
- Article 6 – Non-Discrimination
- Article 6a – Lactation Accommodations
- Article 8 – Corrective Action & Discipline
- Article 9 – Grievance & Arbitration Procedure
- Article 13 – No Strike/No Lockout
- Article 19 – Professional Liability Insurance
- Article 21 – Savings Clause
- Article 22 – Safety and Health
- Article 26 – Union Leave of Absence & Access to Agreement
- Article 28b – Notices
- Article 29 – Parking
- Article 30 – Substance Abuse

Open Articles

We have shared proposals and counter-proposals on the following articles:

- Article 1a – Employment Status
- Article 1b – Successorship
- Article 3 – Rights of Management
- Article 4 – Committees
- Article 5 – Union Membership
- Article 5a – New Employee Orientation
- Article 7 – Association Representation
- Article 10 – Probation and Mentorship
- Article 11 – Seniority
- Article 12 – Job Posting & Filling Vacancies
- Article 14 – Job Security & Income Protection
- Article 23 – Complete Agreement
- Article 28 – Technology
- Article 32 – Standards Preserved
- Article 33 – Jury Duty and Witness Leave
- Article 34 – Licenses and Certifications

Discussions about major economics will start soon.

Upcoming Bargaining Dates:

Please join us at bargaining! We have been happy to see so many APPs observe the process.

- Tuesday, September 3, 6PM
- Monday, September 16, 6PM
- Thursday, October 17, 6PM
- Monday, November 18, 6PM
- Monday, December 9, 6PM
- Monday, December 16, 6PM

Save the Date: Next Town Hall (Virtual)

We will be hosting our 4th town hall meeting to provide a more in-depth bargaining update and answer any questions you may have. The meeting will take place virtually.

Wednesday, September 25, 2024, 6:30PM
Join via Zoom: https://us02web.zoom.us/j/83337922016
Meeting ID: 833 3792 2016

Have a question?

Please contact srsunited@unacuhcp.org.