

BARGAINING UPDATE #16

August
20,
2021

HAWAII THERAPISTS



WE'RE BUILDING A STRONG CONTRACT

During three bargaining sessions in August, we continued to make progress. Overall, we've reached 34 tentative agreements throughout negotiations, building toward a strong first contract. Highlights since our last update include:

Access Rights of Union Representatives: Gives union reps the right to be in the facility for union business.

Union Representation: Allows us to appoint stewards to help enforce the contract. Also recognizes other union representatives, including our UNAC/UHCP Staff Rep. Ensures no discrimination against therapists for union activity.

Time Off Request Response Time: Management will respond to time off requests within ten working days.

Mandatory Training/Meeting Time: When our attendance at trainings, education programs, or meetings, is mandatory, it will be considered work time. If the meetings are outside working hours, we'll have adjustments made to our schedule to account for the time. And we won't be required to attend on our days off.

Economic Bargaining to Begin Soon

Our major goal for economic bargaining will be to win a wage grid. The benefit of a grid is a structure that creates fairness and allows us to plan for predictable future wage movement.

Attend Bargaining

We've secured an agreement that therapists can attend bargaining sessions, provided they sign a non-disclosure agreement. When you attend, you can witness negotiations and even offer feedback to our team during union-side caucuses. Consider attending to learn about bargaining and support our team.

Email our Staff Rep Jake Elsbernd at jake.elsbernd@unacuhcp.org if you're interested. **Stay tuned for more updates!**

Upcoming Bargaining Dates: August 23 and 30

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 DONE	3	4	5	6	7
8	9	10 DONE	11	12	13	14
15	16	17 DONE	18	19	20	21
22	23 SAVE THE DATE	24	25	26	27	28
29	30 SAVE THE DATE	31	1	2	3	4