

NORTHERN CALIFORNIA REHAB THERAPISTS

BARGAINING UPDATE #12

We Reached 20 Official Tentative Agreements!

Our **Full Bargaining Team** met with management this week on **Tuesday, April 27** to discuss and finalize several Conditional Agreements as Tentative Agreements (TAs). These TAs will be voted on at the end of bargaining by all members to become our contract.

- 1. Safety and health** – Ensures compliance with Federal and California laws and regulations relating to workplace safety.
- 2. Savings Clause** – States if future changes in the law impact any part of the agreement, the rest of the agreement is unaffected.
- 3. Strikes and Lockouts** – Acknowledges that members will not be locked out or participate in strikes during the term of the agreement.
- 4. Confidentiality of Records** – Protects patients' medical information.
- 5. Harassment** – Assures the work environment is free from unlawful harassment.
- 6. Courtesy** – Ensures management and labor treat each other with mutual respect.
- 7. Membership** – Establishes union membership as a condition of employment.
- 8. Non-discrimination** – Safeguards the work environment from discrimination.
- 9. Union Representation** – Establishes that NCAL Rehab therapists will have a reasonable number of representatives, can greet new members at New Employee Orientation and provides union leave.
- 10. Duration** – Guarantees that our contract will be effective for an agreed upon time.
- 11. Scope of Agreement** – Sets a limit that supervisory employees may do clinical work no more than 50% of their normal work week and ensures that opportunities are first given to members of our bargaining unit. This agreement also includes a side-letter grandfathering five supervisors doing more than 50% of bargaining unit work.
- 12. Military leave** – Establishes the current military leave practice in the contract.
- 13. Education Leave** – Secures education benefits that support professional development, clarifies the practice for taking in-person and virtual classes and provides 40-hours of prorated education time per year that can carry over for four years.
- 14. Grievance and Arbitration Procedure** – Provides a clear framework for addressing contract disputes.
- 15. New Hire Probation** – Establishes a probationary period of six months from the date of hire.
- 16. Occupational Leave** – Protects employee's leave for workplace injuries during the period of disability for up to one year.
- 17. Family Leave** – Secures FMLA and CFRA provisions in the contract.
- 18. Medical Leave** – Specifies that medical leave will be protected up to a total of six months.
- 19. Return from Leave** – Clarifies that employees returning from leave give a 14 day prior notice.
- 20. Jury Duty** – Ensures that our members will be paid in full for jury duty service.

Also, the **Blue** and **Green Bargaining Teams** met in caucus to discuss performance evaluations, bargaining unit seniority, professional advocacy and professional practice committees. The **Green Bargaining Team** is set to bargain again on **Tuesday, May 4, 2021**.

WORKLOAD SURVEY DUE APRIL 30

Please take the time to complete this survey to help us understand the current workload practices and needs to help direct the bargaining team.

unacuhcp.org/ncalsurvey/

SAVE THE DATE: NCAL TOWN HALL THURSDAY, MAY 13 AT 7:30 - 8:30 PM

The bargaining team will answer your questions.

Mark your calendar now.