

NORTHERN CALIFORNIA REHAB THERAPISTS BARGAINING UPDATE #27

WE REACHED NEW TENTATIVE AGREEMENTS

Our **Full Bargaining Team** met with management this week on **Tuesday, August 24** and **Thursday, August 26** to discuss open topics and reach new Tentative Agreements (TAs). These TAs will be voted on at the end of bargaining by all members as part of the full tentative contract.

- Job Bidding/filling** - Codifies seniority for qualified internal bargaining unit members for transfers and promotions.
- Internal Bid Process** - Allows for a transparent and streamlined process for job bidding, schedule adjustments and status changes within a department.
- Unpaid time for Union Business** - Provides for governance of our union by allowing Affiliate Officers and members to perform union work without having to use their PTO bank.
- Reduction in Force** - Establishes collaborative problem solving to minimize the impact of a layoff and a seniority process to follow in the event of position eliminations.
- Management Rights** - Summarizes management's right to operate the business and direct the workforce.
- Bereavement** - Provides paid leave for grieving and planning with an additional option of using unpaid time if additional time is needed.
- Hours of Work/Scheduling** - Outlines operating and shift hours, shift differentials for evening and night shifts, self-coverage, trades and weekend scheduling.

MONDAY NIGHT!

BARGAINING UPDATE TOWN HALL
Monday, August 30 | 7:30 - 8:30 pm

The bargaining team will answer questions about our contract negotiations.

Sign Up Here: unacuhcp.org/ncaltownhall

Upcoming Bargaining Dates

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

The following topics have been escalated to the National bargaining table: Economics - including a wage schedule, defined benefit pension, 401K Contribution, and other topics with economic impact, Employee Income Security Agreement, Subcontracting, Issue Resolution, Corrective Action & Discipline, Personal Leave of Absence, and Vacation Allotment.

Our bargaining team appreciates the support they've received from colleagues across the region. Our Full Team will meet again on **Tuesday, September 7** to continue conversations on workload and review and resolve the outstanding topics that were addressed at the National bargaining table.

SEE PAGE TWO FOR A COLLAGE OF MEMBER SUPPORT PHOTOS

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