

NORCAL THERAPISTS BARGAINING UPDATE

March 18, 2021

7:30 – 8:30 PM



Introductions



Welcome and Overview of Bargaining

- Blue Team- 4 days

- Bereavement
- Bargaining Unit Work
- Personal Time Off
- Personal Leave of
Absence

- Green Team- 3 days

- Education
- Courtesy
- Savings Clause
- Grievance and Arbitration



Bereavement

- Current policy- 3 days paid, 5 days if greater than 300 miles; prorated
- Consideration if additional time needed
- Acknowledgement that time may be needed for people that are not on the list



Bargaining Unit Work

- Allow management continued limited ability to perform bargaining unit work
- Ensure management available to provide needed support
- Ensuring bargaining unit members have opportunity for additional hours and priority in layoffs



Education

- “Conceptual Agreement” –full team still needs approve actual contract language
- Protected accrual and 4 year cap
- Leave can be used on working or days off
- Defined practices related to in-person and virtual classes



Personal Time Off

- Allowance for Therapists to take up to 5 unpaid days off work without depleting PTO bank
- Useful in emergency situations



Courtesy

- Establishes guidelines for professional behavior



Savings Clause

- Ensures that if laws change, all other provisions in the contract that do not conflict with the law will remain in effect



Personal Leave of Absence

- Allows Bargaining unit members to take unpaid time away from work without depleting their PTO bank- longer than personal time off
- Accounts for how benefits are affected during the leave



Grievance and Arbitration

- Process and Timelines for filing Grievances and Processes related to Arbitration



Upcoming

- Next Town Hall Meeting
May 2021



Upcoming

- Travis Stein- Overview of Economics
- Julie Kwiek- National Bargaining Update



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