



# 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 4<sup>th</sup> 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](mailto:srsunited@unacuhcp.org).

