



CEI CMH LARGE & RN September 13, 2023

AGREEMENT REACHED

A series of meetings were held over the last few days and as a result an agreement has been reached on a new contract. The tentative agreement calls for:

- A two percent (2%) increase in all salary schedules effective October 1, 2023
- A one-time payment of \$2,000 if the tentative agreement is ratified by September 29th (this payment is subject to taxes). It will be received on pay date October 13th.
- If other employees, either non-union or union, are given a greater base wage increase or one-time payment, then Large Unit and RN unit employees will get the same increase.
- Three-year contract. Either CMH or the Union can open wage negotiations in the 2nd and 3rd year of the contract. (The repeal of the laws limiting public sector union's rights during such bargaining will have taken place by then.)
- The Recovery Coach will be placed on the Peer Support salary schedule.
- HR will conduct a compensation study for the Grounds Crew Leader & for Assistant Groundskeeper.
- Professional employees in twenty-four (24) hour programs would be paid time and a half (1.5) for filling shift vacancies for hours above eighty (80) hours in a two (2) week pay period with supervisor approval. Paraprofessionals, clerical and skill trades employees in twenty-four (24) hour programs would be paid time and a half (1.5) for filling shift vacancies for hours above forty (40) hours in a week with supervisor approval.
- Shift differential for the afternoon shift would be increased from \$0.50 to \$1.00 per hour and the overnight shift differential would be increased from \$0.65 to \$1.25 per hour. A new \$1.50 per hour weekend differential (between 5:00 pm Friday – 8:00 am Monday)
- Effective January 1, 2024, the two hundred eighty (280) PTO cap will be in effect throughout the year. You will stop accruing PTO once you are over this cap. If time is requested at least 2 weeks prior and is denied and will result in an imminent loss of accrual, the manager will work with the employee to offer alternative time off for the employee within the pay period. If that is not agreed upon, those hours will be rolled over to be used within the next 30 days.
- The PTO buy out would be changed as follows.

	CURRENT	TENTATIVE AGREEMENT
Buy Out Formula	2 Hours cashed in for 1 Hour Pay	1 Hours cashed in for 1 Hour Pay
Can cash out up to	80 hours	80 hours
Cannot buy out below	220 hours	200 hours

- There will be a special one-time PTO buy out. Employees will be eligible for an additional PTO conversion that may not reduce their hours below 180. Requests must be given to Payroll by October 13th and will be paid October 27th.

- **Section 3.15 Nursing CEUs** is amended to read:

A. Nursing CEUs. The employer shall establish a program and provide funds to allow

may be offered in house or in conjunction with other area agencies. Two hundred dollars (\$200) per nurse per fiscal year will be allocated for CEUs.

B. Unspent CEU Funds. On October 1st of each year, the amount of any unspent funds for CEUs shall be jointly determined with the assistance of a representative from the Finance Department. These funds shall be deposited into the RN CEU Fund.

C. Accessing Funds.

A. Any bargaining unit nurse who will exceed her/his \$200.00 annual CEU allotment may request reimbursement in writing from the RN CEU Fund on or before July 15th of that same year.

B. The maximum conference allocation to any bargaining unit nurse shall not exceed ~~\$400.00~~ \$800.00 in a fiscal year.

C. If the requests for reimbursement exceed the available dollars, the funds shall be divided equally among all eligible bargaining unit nurses with outstanding requests.

D. In addition, any unspent dollars will be used for group opportunities for the bargaining unit RNs. These opportunities will include CEU for Agency-wide CEC Trainings and an Annual Retreat.

E. The total amount in the RN CEU Fund shall not carryover from one (1) fiscal year to the next more than twice the annual amount allocated for RN CEUs as defined by this section.

F. The annual cost of Essential Learning for RNs will be applied to carry over funds, if available, prior to lapse.

• **Section 2.28 PROGRAM EVALUATIONS** is amended to read:

The agency is committed to collecting feedback from bargaining unit employees on a regular basis. This will occur through multiple avenues and address areas such as culture, communication, job satisfaction, employee retention and overall suggestions at both a program and agency level.

Bargaining unit employees will also have the opportunity to provide open-ended comments as part of the feedback.

Management will share the results of the information gathered and utilize this feedback to impact the agency Strategic Planning Process.

By the end of calendar year 2024, the agency will make an anonymous and voluntary survey available to all bargaining unit employees, for the above purposes. The agency will share the results with the Union upon request. Management will utilize the input gathered to establish appropriate action plans to be incorporated in the Strategic Planning Process. The agency will not be obligated to conduct the same survey in following years unless the parties agree.

• **Remote Work Hours.** It is agreed that:

The parties to this agreement recognize that flexibility in location for virtual trainings can be remote and beneficial to employees and the agency.

Each Program shall, consistent with its operating needs, accept and consider written requests from full-time and part-time employees to allow them to attend virtual trainings that are more than 4 hours in duration remotely. The Employer shall review each request reasonably in approving or denying remote training requests.

NEED FOR SPEED

If an agreement was not reached prior to the contract's expiration, penalties a previous Republican Governor and Republican controlled State legislature put into law would have gone into effect including:

- 1) Step increases, longevity increases, and paid time off increases would have been frozen.
- 2) Staff would have had to pay one hundred percent (100%) of any insurance increases next year.
- 3) Any raises that were agreed to cannot be retroactive.

This agreement was reached in time to avoid those penalties. Your team fought to get negotiations done by that deadline while also getting a fair contract for you. Those penalties have been repealed but that repeal does not go into effect until 2024. They will not be in effect during the wage reopeners in this tentative agreement.

TEAM

LARGE UNIT – Chief Steward **Jami Slater** – AMHS, **Bethany Zimmerman** – CSDD, **Tonia Webster** – AMHS, **Paul Brooks** – Families Forward and **Becky West** – Administration

Alternates - Brenda Howser - CSDD, Michell Salem - ITRS, Josh Corts - ITRS & Ted Sinnaeve – Families Forward

RN UNIT – **Angela Blevins** – AMHS and **Marsha Leek** – ITRS

Local 459 President Sharon Taylor assisted the team.

INFORMATIONAL MEETINGS

Two informational meetings will be held in the Jolly Road atrium on Wednesday, September 20th for you to meet with Team members and get your questions answered. The first will be from 12 noon until 1 p.m. and the second will be from 5 -6 P.M.

VOTE

A ratification vote is being set up. You will be able to vote via Election Buddy beginning on September 20th at 12 noon until September 21st at 6 p.m. or in person at the Jolly Road lobby on September 22nd from 7-10 a.m. or 12-2 p.m. **Watch your personal emails for your invitation to vote online.**

