



Local 459

**CEI CMH
RESIDENTIAL
September 18, 2023**

AGREEMENT REACHED

A series of meetings was 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.
- The \$3.20 per hour direct care wage pass through will be applied to Residential Technicians, Residential Managers and Overnight Technicians base pay prior to the raise being applied.
- If other employees are given a greater base wage increase or one-time payment, then Residential 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.)
- A new longevity bonus of \$1,380 will be added for Residential Technicians and Overnight Technicians with 20 or more years of continuous service.
- The PDO cap for Residential Technician's will be increased from 160 hours to 200 hours.
- The vacation cap for Residential Managers will be increased from 200 hours to 240 hours.
- The annual personal leave with pay for Overnight Technicians will be changed from a straight 90 hours to 100 hours for full-time employees and 80 hours for part-time employees.
- New Resident Managers will be allowed to use their vacation during the first 6 months of employment subject to the supervisor's discretion. Currently, they are not allowed to use any vacation during the first 6 months.
- Classifications that have not been used in years (Residential Outreach Worker, Business Manager and Activity Technician) will be removed from the Dental Insurance section of the Union contract.
- The PDO and vacation buy out formula and maximum hours will be improved as follows.

RESIDENTIAL TECHS PDO BUY OUT

	CURRENT	PROPOSED
Buy Out Formula	2 Hours Cashed in for 1 Hour Pay	2 Hours Cashed in for 2 Hour Pay
Max Hours Can Buy Out	40 Hours	60 Hours
Hours Must Be Left After Buy Out	88 Hours	140 Hours

RESIDENTIAL MANAGERS VACATION BUY OUT

	CURRENT	PROPOSED
Buy Out Formula	2 Hours Cashed in for 1 Hour Pay	2 Hours Cashed in for 2 Hour Pay
Max Hours Can Buy Out	40 Hours	60 Hours

Hours Must Be Left After Buy Out	160 Hours	180 Hours
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EXAMPLE

	CURRENT	PROPOSED
Employee cashes in 40 PDO/Vacation Hours	Employee gets 20 hours of pay.	Employee gets 40 hours of pay.

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 can't 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

Chief Steward **Sara Jacob** – CSDD

Marcus McKissic - CSDD

Wayne Jeffery - AMHS

The team is assisted by Local 459 President **Sharon Taylor**.

INFORMATIONAL MEETING

An informational meeting will be held on **Wednesday, September 20th at 11:00 a.m. at Jolly Rd Conference room G-11-A& B** for you to meet the Team members and get your questions answered..

VOTE

A ratification vote has been set. You will be able to vote electronically via Election Buddy beginning on September 20th until 5:00 p.m. on September 21st **Watch your personal email for your invitation to vote electronically. You will also be able to vote in person at your work sites beginning Friday, September 22nd until Monday, September 25th at 9:00 a.m.**