

IT'S OFFICIAL: WE HAVE A CONTRACT!

The Miami-Dade Board of County Commissioners approved SEIU Local 1991's three-year contract agreements with Jackson Health System on Tuesday, February 21st, granting final approval for our contract that was ratified by our membership and approved by Jackson's Financial Recovery Board.

Thanks to members of our bargaining team for all of their hard work to ensure that we secured a contract that was best for our membership! Read a summary of our contracts below:

BU*	Article	Name	Summary
RN* Pro*	X	Hours of Work and Overtime	<ul style="list-style-type: none"> • Saved the guaranteed work week • Saved break time • Gave up daily overtime
RN Pro AP*	XI	Salaries	<ul style="list-style-type: none"> • COLAs – none in 2012, reopeners in 2013 and 2014 • Steps – maintained steps; step movement is frozen for 26 pay periods beginning March 1; reopener June 2012 • Shift Differential – Saved shift differential on non-productive time • On-call for job basis – added language from grievance victory (RNs and Pros) • Saved \$50 biweekly (Pros)
RN	XII	Paid Educational Leave	<ul style="list-style-type: none"> • (3) education days – frozen until September 30, 2014
RN Pro AP	XIII	Vacation and Leave	<ul style="list-style-type: none"> • Saved PL and extended illness systems • New “bereavement” language • Administrative Leave (4) PADs in contract Holiday AD is suspended until September 30, 2014 • Leaves for Union business improved
RN	XVII	Orientation, Crosstraining and Floating	<ul style="list-style-type: none"> • Clarified process; maintained “mutually signed checklists;” -Assigned preceptor/mentor including frequent “check-ins” -Evaluation by the orientee at the end of shift • Float Pool Nurses – must have one year experience • Saved \$2/hour Float Pool differential
RN Pro	XVIII XVII	Reassignment, Layoffs, Recall and Reemployment Rights	<ul style="list-style-type: none"> • Reassignment language brought into contract • Layoff procedure <ul style="list-style-type: none"> - Lists changed from A,B,C to A and B - Bump within specialty areas first - voluntary demotions to stay in unit - CCC, PT placement, Nurse Educator, etc. to bump back to area where they last held permanent status • Recall – Kept seniority and extended illness bank • New ARNP bumping based on certifications • Furloughs – no more from March 1, 2012 to September 30, 2013; After October 1, 2013, only after 21-60 days public notice, FRB approval and only system wide • MOU on furloughs <ul style="list-style-type: none"> -16 hours in February 2012, but employees may buy back last eight hours with PL -No more than 64 hours total furlough

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BU*	Article	Name	Summary
RN Pro AP	XIX XVIII XVII	Contracting Out	<ul style="list-style-type: none"> Improved slightly to allow 30 days for the union to present an alternative that must be considered
RN Pro AP	XXI XIX XVIII	Group Insurance	<ul style="list-style-type: none"> Suspend \$10 per pay period flex & \$1000 flex until September 30, 2014 Maintain 5% contribution toward healthcare <ul style="list-style-type: none"> -Added: “no contributions when not in pay status” -5% contribution to be eliminated January 2014 unless management reopens, then go to County Commission Public Protection Plan – holds management accountable and has potential to decrease 5% contribution
RN Pro AP	XXVII XXV XXIV	Assignability of Contract	<ul style="list-style-type: none"> Must inform prospective purchasers, mergers, etc. of Union contract Must recognize Union and assume the CBAs
RN Pro APs	XXIX XXVI XXV	Miscellaneous	<ul style="list-style-type: none"> New language on settling grievances and MOUs
RN Pro APs	XXXIII XXIX XXVIII	Pension Benefits (In contract for the first time)	<ul style="list-style-type: none"> 3% employee contribution for PHT pension (same as FRS) Changes only for new hires Reduction of COLA on retirement benefits after July 1, 2011 Averaging of 5 years to 8 years for new hires only “mirroring” of FRS
RN Pro AP	XXXIV XXX XXXI	Empowerment Programs	<ul style="list-style-type: none"> 8 FTEs/one million dollars Expert/consultants will be fully integrated Efficiencies equal to \$15 million through CMS/Efficiencies PL Accrual down by 1.54 hours per payroll Reevaluate September 29, 2012 <p>If make \$15 Million, get PL back; if fall short, pay back the difference; if exceed, lower 5% contribution to healthcare</p> <ul style="list-style-type: none"> New Efficiency Task Force structure Gain sharing of last year’s money
		Absentee Policy Changes	<ul style="list-style-type: none"> Management agrees to issue revised Absentee Policy <ul style="list-style-type: none"> -4 occurrences, 5 in 6 months is a violation -No retroactivity before December 2011 -Management will reconsider definition of a pattern

New contract booklets will be available soon.

To view the contracts for RNs, Professionals and Attending Physicians, visit www.seiu1991.org

* BU = Bargaining Unit, RN = Registered Nurse, Pro = Professional, AP = Attending Physician

