Santa Clara Family Health Plan Chapter

NEGOTIATIONS UPDATE - Feb. 1

Service Employees International Union, CTW-CLC

Workers present strong message to Governing Board: Some movement at table, but not enough ⬇ REVISED

Our negotiating team has made some solid gains in contract negotiations over the past week. For example, management is now aware and seems to be in agreement with us that we need a clear, fair grievance procedure in our contract.

We have reached a *"Tentative Agreement (TA)"* on some items. Which means the SEIU 521 negotiating team has agreed to certain specific terms/conditions, providing that the membership approves the whole contract when it is settled and ready for a vote.

Only full members are allowed to vote on the contract.

Workers have said a priority in the first contract was to protect and improve on our current benefits.

Here's what we have tentatively agreed to so far:

IMPROVEMENTS IN BEREAVEMENT LEAVE: For immediate family, 3 days of paid Bereavement Leave. And if you need to travel 500 miles, 1 additional day of paid Bereavement Leave. Unit members will be able to take 2 extra days if needed, chargeable to PTO.

ADDITIONAL PAID TIME OFF: After 5 years of service, Exempt Unit members will accrue 28 days of PTO; Non-Exempt: ~~18~~ 23 days. After 10 years of service, Exempt Unit members will accrue 31 days of PTO; Non-Exempt: 26 days.

HOLIDAYS: Current holidays are protected

PERSONNEL FILES: Management will no longer use disciplinary actions in a unit member's file that are more than 3 years old, as part of consideration for promotions, suspensions, or terminations.

Our priorities continue to be:

1. No at-will employment
2. A fair and transparent compensation system
3. Union Security

Scheduled Negotiation Sessions: ***Tuesday, February 2; Tuesday, February 9; Friday, February 12; Wednesday, February 17; Tuesday, February 23; Friday, February 26***

At the board meeting this week, a dozen workers attended, wearing SEIU t-shirts, and showed management we are ready to do what it takes to win a fair contract. Talk to your Contract Action Team members to get more involved and help us all win! **Stay informed on the progress of negotiations at the next Unity Update.**

"There is no union contract that would allow the employer to unilaterally fire without cause. On the matter of at-will, there is no negotiation."

– **Christine Torres**, Member Service Representative

Unity Updates at 5pm: ***Tuesday, February 2; Tuesday, February 9; Wednesday, February 17; Tuesday, February 23***

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