



Golden Valley Health Centers Chapter

CONTRACT RATIFICATION SUMMARY AND VOTING SCHEDULE

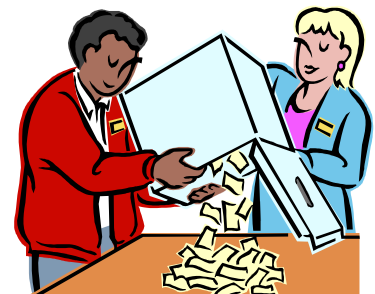
Your SEIU Local 521 Bargaining Team is recommending a “YES” vote to ratify your Collective Bargaining Agreement for April 1, 2013 – March 31, 2016. Please read the summary on the back and be ready to vote at your site based on schedule below:

FRIDAY—MAY 31	
Dos Palos	9 a.m. – 9:30 a.m.
Los Banos Medical	10 a.m. – 10:25 a.m.
Los Banos Dental	10:30 a.m. – 11 a.m.
Newman	11:45 a.m. – 12:15 a.m.
Patterson	1 p.m. – 1:30 p.m.
Westley	1:50 p.m. – 2:05 p.m.
Las Vegas	2:30 p.m. – 3 p.m.
Robb Road	3:15 p.m. – 3:45 p.m.

MONDAY—JUNE 3	
Riverbank	8:15 a.m. – 8:30 a.m.
Tenaya	9 a.m. – 9:45 a.m.
Florida	10:15 a.m. – 11:15 a.m.
6 th Street	11:45a.m. – 12:45 p.m.
Ceres	1:15 p.m. – 1:30 p.m.
Main (Turlock)	2 p.m. – 2:15 p.m.
Olive (Turlock)	2:30 p.m. – 2:45 p.m.
North Merced	3:15 p.m. – 3:30 p.m.
Obanion	4 p.m. – 4:30 p.m.

TUESDAY—JUNE 4	
Planada	8:30 a.m. – 9 a.m.
Le Grande	9:15 a.m. – 9:45 a.m.
Obanion	10:15 a.m. – 10:30 a.m.
Childs-Senior Bldg. Training Room 2	11 a.m. – 1 p.m. 5 p.m. – 5:30 p.m.
Westley	2 p.m. – 2:30 p.m.

Your Bargaining Team is recommending a YES vote.



Ballots will be counted on Tuesday, June 4 at
5:30 p.m. at GVHC
737 W. Childs Ave., Merced
All members are welcome to attend!

GOLDEN VALLEY HEALTH CENTERS CHAPTER CONTRACT RATIFICATION SUMMARY

This is what you will be voting on:

Article 11: Salary Increases, Incentive Pay, and Merit Pay

In 2013 members will receive the following compensation:

- Group 1: If not at the top of the Salary Range employee will receive .35 cents per hour raise.
- Group 2: For those members that are .25 cents or less from being at the top of the salary range they will receive a hourly increase up to the maximum and then receive the remainder of the .25 cent raise as a lump sum bonus.
Example: 10 cents goes to hourly wage, lump sum bonus is .15 cents times 2,080 hours = \$312.
- Group 3: For those members at the top of the salary range they will receive a lump sum bonus .25 cents times 2,080 hours. For full time that equals \$520 to be received within the first month after ratification.

Article 13: Health Benefits

New Plan Start date is now January 1st rather than March 1st.

Article 12: Health Insurance Information

Officers and Stewards will be invited to attend an annual meeting with Management and Insurance Brokers regarding potential changes to insurance coverage.

Article 34: Duration of the Agreement

3 year deal—In years 2 and 3 Bargaining Team will negotiate salary and medical benefits for those years.

Appendix A: Salary Steps as designated in Appendix A are now Salary Ranges, with a starting point, a mid point and a maximum.

Article 17: Paid Time Off

PTO may be used incrementally.

Article 9: Adjustable Staffing

Call off time will be compensated by half time. Additionally Supervisors are incentivized to find work for members before calling them off of work.

Article 5: Management Rights

Cross Utilization: If working out of class Management in agreement to discuss additional compensation per instance.

Article 27: Discipline and Discharge

Coaching is not considered discipline.

Article 16: Holidays

Additional language helps members ensure that they can get holidays off by volunteering to work the prior holiday.

Article 15: Uniforms

Members are to receive their Uniform Allotment by May 21st of each year upon ratification of contract.

Article 4: Union Business and Representation

Union Stewards will be able to meet new hires during new hire orientation and explain what the union is.

Article 7: Hours of Work, Overtime, and Work Schedules

Before assigning mandatory overtime Supervisors are to first seek volunteers.