

### **The 2013 – 2016 Contract has been Ratified!**

In case you missed the vote, there are some big victories for the bargaining unit. If you have questions regarding the contract changes, contact Jamie Schmidt or Rita Johnson from your bargaining team or Crystal at 608-277-1199 x18 at your Union office.

- **Bonuses for employees hired before June 30, 2013 will be paid on May 8<sup>th</sup>!**
  - Bonuses are calculated based on seniority and number of hours scheduled.
  - In House Pool are not eligible for the bonus.
- **July 13, 2014 everyone will receive a 1.25% pay increase.**
- **July 12, 2015 everyone will receive another 1.25% pay increase.**
- Employees with 22 years or more seniority will be exempt from working weekends and holidays, staffing permitted.
- Holiday start and end times are defined.
- Language on mandated shifts – see below.
- Changes to the vacation request policy – see below.
- Employees will be paid via direct deposit.
- There will be a re-opener no earlier than May 1, 2015 to cover Health Insurance eligibility and benefits.
- New policy regarding influenza vaccination.

#### **Member Meeting**

(open to anyone in the bargaining unit)

**Thursday, May 8<sup>th</sup>**

**1pm – 4pm**

**Sunroom**

(down the hall from Friendship Circle)

Come discuss issues you want to see addressed at upcoming Labor Management meetings to create a better working environment. Have your questions answered about the contract.

### **Mandation Language is in the contract**

- If you sign up for an open shift and are called off by management, you will be given first preference to fill open shifts created by call-ins.
- If you volunteer for a shift that would otherwise be mandated, you will have an attendance point removed from your record.
  - **If you have perfect attendance, you will receive a \$20 bonus!**

### **Vacation Request Policy is Changing in 2015**

Starting February 1, 2015, there will be two (2) vacation request windows for vacations awarded by seniority. There will be a request window from February 1<sup>st</sup> – March 15<sup>th</sup> for vacation requests for the period of May 1<sup>st</sup> – October 31<sup>st</sup>. Vacations during this window will be approved by April 1<sup>st</sup>. The second vacation request period will begin July 1<sup>st</sup> and run through August 15<sup>th</sup> for vacations from November 1<sup>st</sup> through April 30<sup>th</sup>. Vacations during this window will be approved by September 1<sup>st</sup>.

**Short notice vacations based on first-come, first-serve must now be submitted 2 weeks in advance of the posting of the work schedule.** Management must respond within 5 work days (Monday – Friday) of the request. **Failure by management to respond will mean the vacation is approved.**

Your weekend off without needing to find your own replacement no longer needs to be included with a full week long vacation.