

Summary of Tentative Agreement Between SEIU HCIIMK And SIR/Generations

Your Union Negotiating Committee recommends this tentative agreement for a new contract for your approval. We recommend that you vote YES to approve our new 2-year contract. We believe that this contract represents meaningful progress toward achieving our goals bargaining and special provisions that we needed for the COVID-19 pandemic.

The contract is a 2-year agreement that goes into effect on June 1, 2020 and expires on May 31, 2022. Here is a summary of the agreement we reached:

Priorities: We had six important priorities for our contract:

- Establish a \$15 minimum floor for all nursing home workers.
- Equal pay for equal work for paygrade 2 workers outside of Chicago.
- Increase the scale by \$2 including a \$2 increase for workers off the scale.
- Hazard pay for ALL workers in nursing homes not just for those dealing with direct resident care of COVID-19 residents.
- Expanded sick pay for COVID-19 related issues.
- Proper PPE for all workers.

General Contract Improvements

Sick Pay: Sick pay is now payable from the 1st day of illness. You can also use sick time to care for sick family members not just yourself. New hires can now accrue time off from the 1st day of work.

Bereavement Pay: Elimination of the need to attend the funeral to receive bereavement pay. Grandchild is now on the list for the bereavement benefit.

Training Fund: The establishment of a new training fund for nursing home workers to receive career advancement opportunities, prepare members for the changing needs of long- term care and to bring new workers into the nursing home.

Special Provisions for the Emergency Pandemic Period

Additional Paid Sick Leave: 5 additional fully paid sick days for COVID-19 related testing, illness or quarantine

Hazard Pay for all Workers: \$2/hour minimum additional on top of new base rates for all hours worked for all workers for 45 days. \$2/hour minimum additional on top of new base rates for all hours worked for all workers in homes with COVID 19 cases for an additional 45 days.

PPE: Protections: No employee will be required to work without adequate PPE as provided by CDC, IDPH and local health departments regulations, guidelines, and recommendations.

Wages

Year 1

Note: Workers 0 to 5 years: pay grade 1 plus \$2, Paygrade 2 in Chicago plus \$1.90, Paygrade 2 outside Chicago plus \$2.40

Chicago: Effective June 1, 2020 through May 31, 2021

Pay Grade	New Hire	1 year	2 year	3 years	4 years	5 years or more
1	\$15.50	\$15.70	\$15.90	\$16.10	\$16.30	\$16.50
2	\$15.00	\$15.20	\$15.40	\$15.60	\$15.80	\$16.00

Outside Chicago: Effective June 1, 2020 through May 31, 2021

Pay Grade	New Hire	1 year	2 year	3 years	4 years	5 years or more
1	\$15.50	\$15.70	\$15.90	\$16.10	\$16.30	\$16.50
2	\$14.50	\$14.70	\$14.90	\$15.10	\$15.30	\$15.50

Note:

For all workers over 5 years seniority and above current scale, \$2 increase effective May 1,2020

For all workers less than 5 years seniority who are over the current scale will be placed on the new scale and receive an increase of at least 50 cents effective May 1, 2020

Year 2

Note: Workers 0 to 5 years: pay grade 1 plus additional 50 cents; Paygrade 2 in Chicago plus 50 cents, Paygrade 2 outside Chicago plus \$1

Statewide: Effective June 1, 2021 through May 31, 2022:

Pay Grade	New Hire	1 year	2 year	3 years	4 years	5 years
1	\$16.00	\$16.20	\$16.40	\$16.60	\$16.80	\$17.00
2	\$15.50	\$15.70	\$15.90	\$16.10	\$16.30	\$16.50

<u>Job Titles Pay Grade 1</u>	<u>Job Titles Pay Grade 2</u>
Activity Aide w/ CNA Certificate	Bed Maker
Certified Nurse's Assistant	Dietary Aide (Nutrition Aide, Dining Room Aide, Dishwasher, Kitchen Aide)
Mental Health Aide	Hostess
Resident Assistant/Attendant with CNA Certificate	Environmental Service Worker
Ward Clerk	Housekeeping employees
Personal Care Assistant	Laundry employees
Resident Assistant/Attendant	Patient escort
Lead CNA/Team Leader/Preceptor*	Receptionist
Psychosocial Aide with CNA Certificate	Resident Security
Medical Records Clerk	Watchman
Rehab Aide (Occupational Rehab Aide, Physical Rehab Aide, Rehab Tech)*	Smoking Monitor
Respiratory Aide	Activity Aide
Social Services*	Psychosocial Aide
<u>Lead Housekeeper</u>	Floor Tech
<u>Maintenance</u>	
<u>Cook</u>	