

Bargaining Bulletin for TouchPoint

March 10, 2017

The following is a summary of the tentative agreements reached during negotiations with TouchPoint. As you will see, your bargaining team fought hard to get the best benefits, wages and working conditions possible. We will be sending out additional information regarding when the vote to ratify the contract will take place. You must be a full member in good standing to vote on the contract. You will be able to sign up to be a member and vote at the same time. To stay updated, join our Facebook group. Search 'WFNHP-TouchPoint St. Francis Chapter' and ask to join the group.

ISSUE	Where they started / TouchPoint General Policy	Where we Ended
PTO	<ul style="list-style-type: none"> Only eligible if work 30+ hours per week Begin accruing on day 91 and can use after 6 months Lower accrual rate Cannot carry over or be paid out for PTO hours. Must be used by Sept. 30 of each year. 	<ul style="list-style-type: none"> All workers employed as of 2.28.17 who work 20+ hours are eligible. Those hired after 2.28.17 are eligible if work 30+ hours Begin accruing on first day of employment and can use after 90 days Retain current (higher) accrual rate Cannot carry over or be paid out for PTO hours. Must be used by Sept. 30 of each year.

ISSUE	Where they started / TouchPoint General Policy	Where we Ended
Holidays	<ul style="list-style-type: none"> Recognizes holidays of the facility 	<ul style="list-style-type: none"> Recognized Holidays: New Year's Day, MLK, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas 1.5x pay for working on holidays, except MLK and Good Friday. Retain current holiday A / B schedule

PTO Accrual Schedule					With Holidays (pro-rated for FTE)	
					Total Days	Total Hours
Completed Years of Service	PTO Hours	PTO Days	Accrual Per Hour		Add 8 holidays	Add holidays (64 hours)
0 - 4.99	136	17	.0654		25	200
5 - 9.99	184	23	.0885		31	248
10 - 14.99	208	26	.1000		34	272
15 & Over	224	28	.1077		36	288

ISSUE	Where they started / TouchPoint General Policy	Where we Ended
Wages	<ul style="list-style-type: none"> 1.25% Flat raises on 10.1.17 and 10.1.18 and 1.5% flat raises on 10.1.19 Fixed wage classification rates and no payout if at the top of the scale 	<ul style="list-style-type: none"> 2% flat raises on 10.1.17 and 10.1.18 and 2.25% on 10.1.19 The top of the scale will increase by 1% each year and those at the top will get a lump sum payout

ISSUE	Where they started / TouchPoint General Policy	Where we Ended
Uniforms	<ul style="list-style-type: none"> Nothing specific 	<ul style="list-style-type: none"> Each employee will be provided with 3 uniforms at no charge. In the event that an employee's uniform becomes stained or tattered, it will be replaced. Each employee is responsible for purchasing slip-resistant shoes approved by TP and can purchase them through the TP preferred vendor at a discounted rate.

Bargaining Bulletin for TouchPoint

March 10, 2017

ISSUE	Where they started / TouchPoint General Policy	Where we Ended
Retirement	<ul style="list-style-type: none"> 401(k) plan. They match 35% of the first 6% of earnings contributed by the employee Eligible to all employees who work 20+ hours 	<ul style="list-style-type: none"> 401(k) plan. TP will automatically contribute an amount equal to 3% of your salary into your 401(k) and that contribution will get a 35% match. The employee can choose to contribute more into their plan, but is under no obligation to do so. The employee only needs to set up a 401(k) in order to get this benefit. Eligible to all employees who work 20+ hours

ISSUE	Where they started / TouchPoint General Policy	Where we Ended
Benefits	<ul style="list-style-type: none"> Only those who work 30+ hours are eligible Benefit uplift credit and incidental credit which were only in place for CURRENT employees (would not apply to new employees) and was not guaranteed and could be removed at any time. New employees are eligible for benefits on the first of the month following 60 days of employment. 	<ul style="list-style-type: none"> There are 4 current part time employees who will be grandfathered in and able to continue to get medical benefits after a 60 day waiting period Benefit uplift credit and incidental credit which will apply to ALL employees (current and new) and it is guaranteed for the life of the contract. (3 years) New employees are eligible for benefits on the first of the month following 60 days of employment.

Benefit Uplift Credit:

Medical Option	EE only	EE +Spouse	EE + Child	Family
Gold – Silver or Bronze	\$ 29	\$ 82	\$63	\$ 107
No Medical	0	0	0	0

Incidental Credit:

Flat credit offered to be used to cover Dental, Vision, Life Insurance, Short Term Disability, etc.

Full Time Employee – 30+ hours	\$25 per pay period
--------------------------------	---------------------

ISSUE	Where they started / TouchPoint General Policy	Where we Ended
Incidents/ Occurrences/ Personal Days	<ul style="list-style-type: none"> Termination after 7 occurrences 	<ul style="list-style-type: none"> Each employee will get 3 personal days per rolling calendar year which can be taken without incurring an incident. After use of the 3 personal days, the regular TP policy of 7 occurrences will go into effect.

Other:

- All workers with contributions into the Wheaton Pension Plan, which was frozen on 12.31.16, are automatically vested in that account and that money will be available upon retirement.
- All currently approved time off will be granted.
- We are working on language to ensure there is a fair and equitable way for all employees to request time off.
- Current language and bonuses regarding Mandatory Overtime (MOT) will remain in place.
- Current shift differentials will remain in place.
- All regular compensation will be paid on checks, not on gift cards or other means.
- TP will recognize 4 bargaining team members who will be released from work and paid by TP for lost time due to bargaining.
- TP employees can continue to apply for benefit subsidies in accordance with Ascension’s guidelines.
- TP will provide a Union bulletin board for posting Union updates.
- There will be regular Labor-Management Meetings so discuss issues.
- Staffing language and numbers will posted as part of the schedule.
- TP is working with Ascension to ensure there are panic buttons available to any staff who request one.