

# UFCW 1189/Prairie Community Services Voting Document

## Contract language clean-up

1. Delete "Duluth, Minnesota" in Preamble.
2. Change all references to "consumers" or "residents" to "persons served."

## Article 1: Recognition

New Section 1.03 E A Union Representative will be allowed to have a fifteen (15)-minute session with newly-hired employees immediately following any company new hire orientation; when this is not possible, the Union Representative will be allowed to schedule a visit when the new hire (or rehire) is on the schedule if they have no met with a Union Representative.

New Section 1.04 Active Ballot Club: The Employer will deduct contributions to the UFCW Active Ballot Club from the wage of any employee who voluntarily provides the Employer with a written authorization. The Employer will send all such deductions to the Union in the same manner as Union dues. The Employer is not responsible for the management or administration of the Club or decisions on Club expenditures.

## Article 4: Wages/Pension

Article 4.02:

B. Prior PCS experience year-for-year up to 8-year pay scale

C. Prior experience year-for-year up to 5 years on the pay scale

New D, Education credit (may be used in conjunction with credit for experience) – CNA credit for 1 year experience place on 1-year pay scale.

Article 4.04:

New – the \$.25 above state or federal minimum wage does not include support night rates.

Article 4.05:

Replace current language to match employee handbook: Plan participants meeting eligibility to receive a 3% pension contribution consistent with Prairie Community Services' Benefits Outline.

## Article 5: Hours of Work

Article 5.02:

Change 12:00 midnight to 10:00 p.m.

Article 5.03:

Change 12:00 midnight to 10:00 p.m.

Article 5.03a:

Remove this section.

Article 5.08:

Change 12:00 midnight to 10:00 p.m.

New: Direct deposits may be viewed and printed from Kronos Employee Self-Service.

Remove: Direct deposit stub may be picked up as available.

**Article 9: Holidays/PLT**

Article 9.04 D: Change to “Upon separation of employment, provided that PCS is given the required 2-week notice...” New: A written resignation stating the termination date and the reason for resignation is to be submitted to the supervisor, allowing a minimum of a working two weeks’ notice. The effective date of notice shall be the date the supervisor has received the written notice of resignation. Employees who fail to give or fulfill the minimum notice will not be eligible for rehire and will not receive compensation for unpaid personal leave time (PLT).

Article 9.04 E: Change “time card” to “time adjustment card.”

**Article 10: Leaves of Absence**

Article 10.01 Change to “Prairie Community Services will follow state and federal guidelines in implementing the Family and Medical Leave Act. See Human Resources for current policies on medical parental and other leave.”

Article 10.03: Remove

Renumber remaining sections in this article.

**Article 12: Insurance**

Article 12.01 Change to “Prairie Community Services will provide health insurance in compliance with the Affordable Care Act (ACA). See Human Resources for plan options.”

**Article 13: Discharge**

Absenteeism and Tardiness

Article 13.02, Procedure, Change “Corrective action will be taken on the third absence and/or tardiness in a rolling period of six (6) months, as set forth under ‘disciplinary steps’” to “Corrective action will be taken on the third absence or third incident of tardiness in a rolling period of six (6) months, as set forth under ‘disciplinary steps.’ Absences and tardiness will be considered separately for the purpose of the disciplinary steps.”

Move Tardiness section up to Definitions.

**Article 17: Vacant Positions**

Article 17.03, remove “If a senior person from an LPN classification applies for a job in the CC classification, the seniority from the other classification shall be recognized; however, pay will be at the new classification scale. If a person bids from an CC classification to an LPN classification, then the seniority shall be recognized at the rate of one for every two years worked, for placement on the LPN wage scale.”

**Article 23: Term of Agreement**

Article 23.01:

3-year agreement, 10/1/2018 – 9/30/2021.

Article 23.02:

Remove

**Exhibit B: Weekend Incentive**

Change to:

Monday - Thursday: Shifts greater than 4 hours = \$20; 4 hours or less = \$10

Friday - Sunday: Shifts greater than 4 hours = \$25; 4 hours or less = \$15

Guidelines:

Employees must have prior approval with a supervisor for any changes to the schedule. Employee must complete a time adjustment card denoting the shift change and bonus to be awarded if changes are made after the schedule is posted. Shift bonus incentives are separate from differentials and overtime.

Wage Schedule:

Years of Service	10/1/2018	4/1/2020
Starting	\$11.25	\$11.36
1 Year	\$11.40	\$11.51
2 Years	\$11.50	\$11.62
3 Years	\$11.60	\$11.72
4 Years	\$11.70	\$11.82
5 Years	\$12.00	\$12.12
6 Years	\$12.60	\$12.73
7 Years	\$13.00	\$13.13
8 Years	\$13.25	\$13.38
9 Years	\$13.55	\$13.69
10 Years	\$13.80	\$13.94
11 Years	\$14.10	\$14.24
12 Years	\$14.20	\$14.34
13 Years	\$14.30	\$14.44
14 Years	\$14.40	\$14.54
15 Years	\$14.50	\$14.65
16 Years	\$14.60	\$14.75
17 Years	\$14.70	\$14.85
18 Years	\$14.80	\$14.95
19 Years	\$14.90	\$15.05
20 Years	\$15.00	\$15.15
21 Years	\$15.10	\$15.25
22 Years	\$15.20	\$15.35
23 Years	\$15.30	\$15.45
24 Years	\$15.40	\$15.55
25 Years	\$15.50	\$15.66
26 Years	\$15.60	\$15.76
27 Years	\$15.70	\$15.86
28 Years	\$15.80	\$15.96
29 Years	\$15.90	\$16.06
30 Years	\$16.00	\$16.16

Maintain current letters of understanding for Judy Hacking, Derek Hagen, Timothy Greenwood.