



SEIU121RN

Title: NEGOTIATION TEAM	
Membership Policy #:	Page 1 of 1
Formulated: 07/20/2011	Revised: 09/28/2011
Date Approved: 10/11/2011	

Definition

Negotiation is a dialog intended to resolve disputes and reach a mutually acceptable compromise which satisfies the needs of both parties. The key word is compromise and no one side gets everything they want. The obligation to bargain does not compel either party to accept the other's proposal or to make concessions.

Composition of Negotiation Team

- The larger hospitals (650 and above) will have five (5) members, medium hospitals (300 to 649) will have three (3) members and small hospitals (~300) will have 1 to 3 bargaining team members.
- At least one member should be a chapter officer.
- Elections for bargaining team members should be held at least three months prior to the start of negotiations.

A good negotiating team has members with diverse skills. As well as representing different units and departments, all the members in the team should possess at least one of the following qualities:

- Technical Knowledge
- Relationship Skills
- Patience
- Observational Skills
- Behavior Analyzing Skills
- Ability to represent all the membership versus a specific group

Role of the Negotiation Team

Prior to Negotiations

- Review the contract.
- Define priorities based on membership surveys, issues that have come up during the term of the contract and the economic times.
- Develop specific goals but be prepared to be flexible if information develops which changes the assumptions of the goals.

- Draft contract language. Be prepared to compromise on lesser issues and determine the issues that members will be willing to strike over.

During Negotiations

- Utilize above stated skills to analyze Employer reactions to proposals.
- Develop counter proposals and amend arguments.
- Communicate with membership.

After Agreement is reached

- Attend membership meetings and provide input
- Develop summary of agreement
- Assist with the voting

Reimbursement

Negotiation Team members Scheduled to work on the day of negotiations will be reimbursed for the hours of their shift not paid by the Employer.

Night Shift employees who are scheduled the night before and the night of the negotiation day will be reimbursed for both shifts.

Not scheduled to work the day of negotiations:

- A 12 hour shift employee will be paid a minimum of 2 hours or actual hours worked for an approved activity, up to a maximum of 12 hours.
- An eight hour employee will be paid a minimum of 2 hours or actual hours worked for an approved activity, up to a maximum of 8 hours.
- However, if you spend time in the hospital making rounds and talking/distributing information to your co-workers you will be paid for that time.

Attendance:

If a bargaining team member has been released from work to attend negotiations, he/she is expected to be present the same as all other work days. If a member comes late or has to leave early, whether it is a scheduled or unscheduled day, he/she will only be paid for the portion of the shift worked.

Procedure:

- Fill out a W-4 and provide a copy of your pay stub to your rep. This information must be submitted before you can be paid. (Union financial records are audited on a yearly basis and all payments must be documented.)

- If you have provided a W-4 but your pay rate has changed, you will need to submit another pay stub.
- Provide your rep with a copy of your schedule.
- Fill out the Lost Time form for negotiation days and get the form to your rep for signature before 10 AM on the Monday of pay day week.

Meals: Will not be provided as is consistent with work done for the Employer.

Exception: Meals or light refreshments will be provided in situations where there is no easy access to food or where there is a need for the members to continue working through the meal period or where the time allowed for break is insufficient for members to get away.

Mileage: Will not be paid

2011 Local 121RN Bargaining Team Nomination Form

In the next few months SEIU Local 121RN will be bargaining with CHW management for a new contract.



In order to get the most beneficial contract language possible, it is helpful to have a wide spectrum of input into this process. Therefore we need to have as many RNs as possible involved.

SEIU 121RN has decided to take five RNs from Northridge to the bargaining table. (policy attached) for more information about compensation during bargaining.

It is imperative that bargaining team members attend Steward Education (3-4 hours) and assist the other stewards in enforcing the contract.

To nominate yourself or a co-worker please fill out the Bargaining Team Nomination form and fax to 818-760-8039 or give it to your rep (Mimi Holt).

**Deadline: Submit this nomination form no later than 11:59pm
December 15th, 2011**

Together we can negotiate a fair and comprehensive contract that allows us to provide better patient care, protects ourselves, our families and our profession.

**Bargaining Team
Election Day is
Thursday January
19th, 2012**

**SEIU Local 121RN
Bargaining Team Nomination**

If elected by your co-workers to the bargaining team you agree to:

- Attend all bargaining sessions and other meetings to discuss bargaining issues and strategies.
- Attend Steward education (3-4 hours) and help the other stewards enforce the contract
- Remain open to new ideas.
- You understand this will require working long and unusual hours.
- Educate and update co-workers on issues and proposals being bargained.
- Speak to community and political leaders about the status of the negotiations.
- Abide by the SEIU Local 121RN Bargaining Team Policies.

Name _____

Address _____

City _____ Zip _____ Home phone _____

Cell phone _____ E-mail _____

Work Fax _____ Work Ext. _____

Unit _____

Shift _____

Fax to 818-760-8039 Attn: Mimi Holt Deadline 11:59pm December 15, 2011

