

“We’re not saying we can’t afford these raises, we can. We’re just not going to give you them.”

– AAC Negotiators’ response to HPAE’s October 13th proposals on wages and raise proposals

- After almost 10 years without raises, Sunrise House employees have effectively had a decrease in pay of 25% when considering the cost of living increase over that period of time.
- Half of us at Sunrise House make less than \$12.00/hour which is below the federal poverty line for a family of 4 in 2017.
- All of us at Sunrise House are paid dramatically below the market rate for our job titles, some titles as much as 80% below market rate.
- On January 11th, 2017 Michael Cartwright authorized AAC Negotiators to offer 2% raises. That would amount to an insulting \$0.20/hr. for half of the employees at Sunrise House.

Who is the person deciding that this is adequate pay?

Since 2014, AAC has awarded compensation to Michael Cartwright totaling more than \$3 million. As of May 24, 2016, Cartwright holds nearly \$110 million dollars in AAC stock.

In 1 year, Michael Cartwright makes:

- as much as the **combined** annual salaries of the Nursing Department.
- 3 times as much as the **combined** annual salaries of the BTs.

In 2 years, Michael Cartwright makes almost as much as the combined total salary of ALL of the non-management employees at Sunrise House.

It would take almost 30 years for the combined total salary of ALL of the non-management employees at Sunrise House to equal the value of Michael Cartwright’s stock holdings in AAC.



In 2015, AAC paid Cartwright \$1 million for the use of his private airplane, a mid-size jet accommodating up to 16 passengers that typically sells for more than \$10 million;

- Michael Cartwright and his family travel extensively for vacations on a private luxury jet owned by Michael Cartwright and leased to AAC.
- They’ve traveled on the AAC leased jet to Honolulu, Kirbati, Netherlands, Spain, Tahiti, Italy, Switzerland, Ireland, in just a 7-month time span.
- One of their luxury hotels even provided a personal domestic servant.
- Cartwright also travels to the Bahamas where they have land and another home.

Come to Negotiations on Wednesday and send AAC and

Michael Cartwright a message that he is not the only AAC employee that deserves a decent standard of living for all the hard work and dedication we give to AAC and our clients.

Negotiations start at 5:30 pm on Wednesday, April 19th at the Unity Church on 25 Mudcut Rd. in Lafayette

Status of Contract Negotiations with AAC/Sunrise House

What We've Achieved So Far:

- **Labor-Management** committee will meet monthly to discuss issues and problems in between contract negotiations
- **AAC/Sunrise House** recognizes the rights of up to **12 Union Reps/Officers** to advocate for their co-workers, and attend grievance and other meetings.
- **Discipline** can only be issued by management if they have good reasons or "**just cause**"; disciplines can't be arbitrary
- **Grievance and Arbitration Procedure** – If an employee receives a discipline that is not for just cause or Sunrise House violates one of our rights and benefits under the contract, **we can file a complaint (grievance)** and have it heard all the way to an **arbitration hearing** with an independent arbitrator.
- **Health Benefits** – We negotiated for 2017 that AAC/Sunrise House establish a Health Reimbursement Account (HRA) to help employees with out of pocket medical costs
- Employees have the right to review their **personnel file and include comments if they don't agree with material in the file**
- **Closure of Two Units** – We negotiated an interim agreement that gave the affected employees in the two units the right to fill vacant positions or be "recalled" if appropriate positions become available in the future
- All employees will be provided with a specific **job description**. Also, job descriptions can't be changed or a new job description created unless we, as the union, first have the opportunity to **negotiate** over this issue.
- **Meal periods and paid break periods** are specified. Employees can leave the property during meal periods and paid breaks.
- Employees in a **Charge or Lead** position will receive \$1/hour more – **increase** from \$.50/hour.
- **Bereavement leave** of 3 paid days for immediate family
- **Jury Duty leave** – paid up to five days (currently - no payment)
- Staff will be eligible for up to \$1000 per year for continuing education programs or **tuition costs (this is new)** related to employment.
- **PTO Accrual** – The current accrual system remains the same, but **staff will accrue PTO when they use their PTO (new)**

Key Issues Still Unresolved

- **Staffing** – We're proposing increases in staffing to ensure quality care and professional working conditions. Management says "No".
- **Health and Safety/Security** – We've proposed a variety of improvements and safeguards regarding this issue. Management has indicated that they agree with some of our proposals, but have not given us a written counterproposal yet.
- **Wages** – We have made a comprehensive 3-year proposal that recognizes the need to increase significantly wages for many job titles and provide adequate increases going forward which recognize the experience of employees. Management has offered 2% increases each year. Their offer is totally inadequate.
- **Union Security/Dues** - Since all employees will benefit from the contract, including having legal representation if they have a problem at work, we're proposing that all employees pay dues to help support our union.
- **Layoffs and Seniority** – We're proposing that the Employer give us adequate notice if there is a planned layoff and that seniority be used in determining who will be laid off who will "bump" another employee.
- **Work Hours, Work Shifts, and Work Schedules** – We have proposed that any changes in work hours and shifts must be based on mutual agreement. Management wants to be able to change work hours and shifts at any time.
- **Health and Pension Benefits** – We're proposing to maintain the Health Reimbursement Account (HRA) which we negotiated to help employees with out of pocket costs and an increase in the Employer's 401k pension contribution.