



Llanfair House (Windsor Healthcare) Contract Update – October 5, 2020

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1st Bargaining Session Held September 22nd

We met for our first bargaining session with Llanfair via videoconference on September 22nd. We presented our initial proposals.

Included in these proposals are changes to the vacation scheduling process to allow for nurses' vacation time to be scheduled in a transparent and fair way, increased vacation time for employees hired after 2013, a yearly payment from Windsor for additional employee healthcare costs (\$600 yearly into a HSA account for each employee), expanding unpaid leave to 6 months, an Employer contribution in our 401k plan, and updating and improving our staffing grid (Article 17).

We also made proposals to resolve an outstanding grievance on management's refusal to schedule Labor Management meetings and an arbitration around management increasing our healthcare costs earlier in 2020.

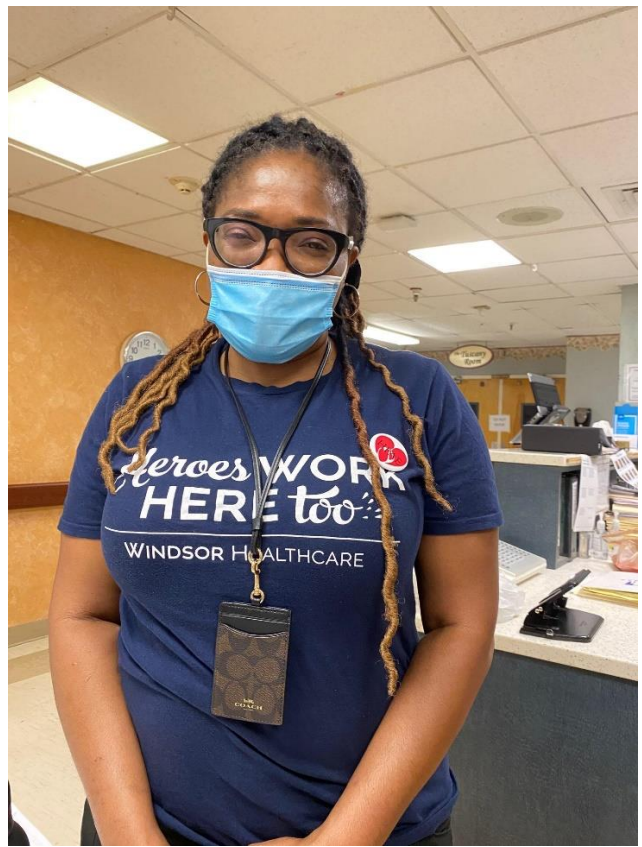
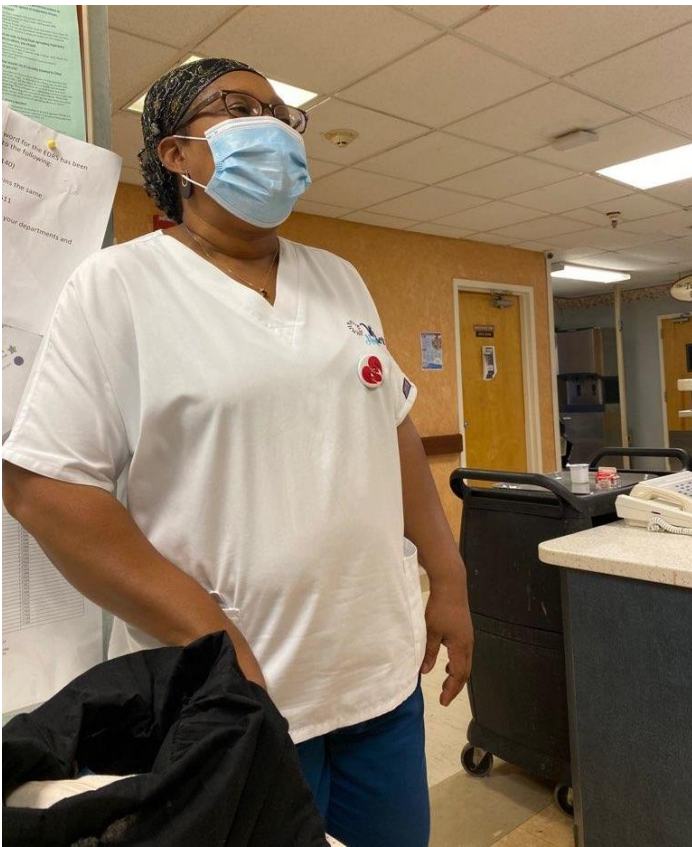
We did not make a wage proposal in our first session, but we will send our wage increase proposal before the next session.

The current contract has been extended until November 6, 2020 at 12:00 am. All contract provisions and benefits remain in effect.

Next bargaining sessions: October 22 and November 5 (both by videoconference)

Members show HPAE Union Pride wearing union buttons at work!





OSHA Complaint

Due to management’s failure to provide OSHA employee injury information in a timely manner, as well as other unsafe conditions related to COVID positive patients at Llanfair House, our union filed an OSHA complaint in September.

In addition, management did not report and record COVID positive employees on the OSHA 300 log, which is a federal legal requirement.

OSHA is also investigating the death of our co-worker Grandeur as a workplace fatality.

We are asking employees to speak to the OSHA investigator regarding PPE and training around COVID. These conversations are confidential.

Layoffs

Unfortunately, due to low census, Windsor laid off 6 HP AE members in September 2020. All contract provisions were followed. If you have any questions about possible layoffs, please reach out.

Windsor has said they are re-evaluating staffing every 30 days.

