



# Moving Forward

*Protecting our Patients & Professional Future*

**May 22, 2013**

The team negotiated yesterday (5/21) and today (5/22).

Agreement has been reached for the following articles:

▶ **Recognition and coverage**

▶ **Union Representation**

This gives the union the right to:

- Visit and talk to employees at their worksite
- Attend new employee orientation to talk with newly hired therapists about the union
- Hold meetings on site where therapists work

▶ **Grievance and Arbitration**

- Sets up a 3 step grievance process
- Provides a process that will help us to enforce our contract up to and including an arbitration hearing with a neutral arbitrator

▶ **Corrective Action/Discipline**

- Therapists will have due process when facing discipline
- Terminations have to have just cause, therapists will no longer be at will

▶ **Subcontracting**

**The next negotiations will be June 4th and 5th. We hope to address:**

- Seniority
- Probation and evaluation
- New or revised jobs
- Hours of work and overtime
- Job posting and filling of vacancies (if agreement is made with seniority)

***“I think it’s great how the whole team is working together.”***

—Peter Rambo, PT, San Diego

