

# BARGAINING UPDATE #11

April 15,  
2021

## NORTHERN CALIFORNIA REHAB THERAPISTS



**Blue Team**

**Green Team**

### Principles for Professional Practice Committees

Our **Blue Bargaining Team** continued negotiations with management this week on April 13. Our chief issues were:

**Seniority.** We resumed discussing the definition of seniority as continuous service from most recent date of hire, while providing an opportunity to bridge seniority in the event of therapists serving residencies or fellowships. Our bargaining unit has expressed an interest in regional seniority, recognizing the frequency of transfers between locations in the region. Our dialogue also included the possible impacts of seniority on job bidding.

**Professional Practice Committees.** We initiated a discussion regarding the creation of regional practice committees for each discipline. Key principles would include labor choosing our own representatives to any committee; joint agenda setting; consensus decision-making; and the ability for labor to generate projects.

Our **blue team** reviewed the work of our **green team** on performance evaluations and probation.

**Workload** has been an issue at the bargaining table and in our work sites. We will release a survey later this week to gain more information about current bargaining unit workload across disciplines and locations. Your responses will help our bargaining team tackle this crucial and complex issue in negotiations.

Our next session set for **April 27** will bring our **blue** and **green** teams together jointly with management, to finalize several tentative agreements, for the first time since negotiations began.

April 6, 13, 20, 21, 27

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	31	1	2	3
4	5	6 DONE	7	8	9	10
11	12	13 DONE	14	15	16	17
18	19	20 NATIONAL BARGAINING	21 NATIONAL BARGAINING	22	23	24
25	26	27 FULL TEAM	28	29	30	1

May 4, 11, 12, 13, 18, 25, 27

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
25	26	27	28	29	30	1
2	3	4 GREEN TEAM	5	6	7	8
9	10	11 BLUE TEAM	12 UNION CAUCUS	13 TOWN HALL	14	15
16	17	18 GREEN TEAM	19	20	21	22
23	24	25 BLUE TEAM	26	27 UNION CAUCUS	28	29
30	31	1	2	3	4	5

**SAVE THE DATE: MAY 13**  
**7:30 - 8:30 PM**

**BARGAINING UPDATE TOWNHALL**

The bargaining team will answer your questions.

**Mark your calendar now.**