



Community Child Care Council, Inc. (4Cs) Chapter

NEGOTIATIONS UPDATE - Nov. 16, 2015



Majority of Contract Proposals Submitted

On Tuesday, Nov. 10, our Bargaining Team submitted a lengthy set of contract proposals with explanations to Management. Management has not yet responded.

We encourage everyone to be informed by reading the submitted proposals.

See them here:

<http://521.seiu.org/4Cs/unionproposal>

Important: These are initial proposals; they are NOT the final contract and have NOT been agreed upon by Management.

We still have several more proposals to make, including:

- ♦ **Wage Proposals:** We recently received the employee salary information that was requested months ago. We will assess the job classifications, hourly wages, and 4Cs' financial records to create a wage proposal that is fair and recognizes the value of our work.
- ♦ **Paid Time Off (PTO) Proposals:** We are reviewing the PTO section (including Sick Leave and Vacation Time) of the Personnel Policies Manual to evaluate the accrual structure, so we can make proposals for more flexibility in using our earned PTO.
- ♦ **Health and Welfare Proposals:** We will propose to protect our current healthcare plan options so that they cannot be taken away in our first contract.

SEND US YOUR SUGGESTIONS

After reviewing the initial proposals, if you feel strongly an important issue has not been addressed, please submit your suggestions or ideas to our Bargaining Team for review.

Email: communications@seiu521.org

Include the Subject Line: "4Cs Initial Contract Proposals"

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