

Howard Brown Health Contract Proposal Highlights

As of October 9, Howard Brown has proposed to:

1. Increase wages

- An overall base-wage increase that averages 5.4% this year and 3% next year.
- \$1,200 bonus for each bargaining unit member payable within 30 days of contract ratification.
- Wages will be reflected on a new wage grid with guaranteed annual step increases.
- A new minimum wage of \$19.23, the living wage rate for Cook County (MIT Living Wage Calculator).

2. Expand healthcare insurance benefits

- Healthcare insurance benefits offered to regular part-time employees.
- Lower paid employees receive the largest subsidy for health insurance. For example, Howard Brown will pay 96% of the monthly premium for Blue Cross Blue Shield HMO single coverage for full-time employees earning under \$58,500 annually.
- New supplemental benefit offering virtual behavioral healthcare at no cost to employees.

3. Expand overtime and pay differentials

- Minimum 2 hours of overtime pay for any shift exceeding 10 hours.
- Evening and weekend pay differentials.
- Bilingual, lead worker, and preceptor pay differentials.
- Reimbursement for use of personal devices and internet for work-from-home.

4. Provide a fair package of paid time-off

- Ten paid holidays annually (one additional paid holiday).
- Annually 3-5 weeks paid vacation (based on tenure), 6 personal days, and 12 sick days.
- On their first day of employment, new employees start with 1 sick day in their accrual bank.
- Regular part-time employees will receive vacation, sick time, and personal time on a prorated basis.

5. Address workforce needs at the Brown Elephant

- 19% wage increase for a majority of the retail workforce as part of new minimum wage.
- Regular part-time workers offered group healthcare insurance.
- \$1,200 ratification bonus payable this year.

6. Provide paid leave for gender affirming care

- Two weeks paid leave for employees recovering from gender-affirming surgeries.

7. Strengthen protections for union work

- Strong successorship clause protecting union work in the event Howard Brown creates a new corporate entity.
- Process to manage the end of grant funding or changes in revenue that result in financially necessary layoffs. The proposed process provides for meaningful notification to the union, inspection of finances, 4 weeks of severance pay for directly affected employees plus an

additional week per year of completed service up to a maximum of 4 additional weeks (for a potential total of 8 weeks); health insurance through the end of the month severance ends.

- Just-cause disciplinary steps mirroring Howard Brown's nursing contract.
- Grievance and arbitration provision to mediate resolution between the union and Howard Brown on contract enforcement/interpretation differences.
- Protections for bargaining unit work with restrictions on temporary coverage.
- Robust health and safety; emergency; and inclement weather provisions.
- Comprehensive and department-specific training and onboarding provisions.