

Our union has stated that they have six main priorities for their contract:

**EQUITABLE
LIVING WAGES**

**AFFORDABLE
HEALTH
INSURANCE**

**UNION
RIGHTS**

**LAYOFF
PROTECTIONS
& NOTICES**

**OVERTIME &
REMOTE WORK**

**NEGOTIATIONS
BEFORE
JOB DUTY
CHANGES**

Scroll to see how we're meeting each of these in our current proposal. >>>

Meeting Our Union Where They Are

THEIR
PRIORITY

Equitable Living Wages

OUR
CURRENT
PROPOSAL

- A new minimum wage of \$19.23/hr for all staff, Cook County living wage (*\$40,000/year if working full-time*)
- Wage increases that average 5.4% this year and 3.25% next year
- Yearly wage increase that outpaces inflation
- Wages set on a new wage grid for full transparency of pay
- Guaranteed annual base-wage step increases with the wage grid

Meeting Our Union Where They Are

**THEIR
PRIORITY**

Affordable Health Insurance

**OUR
CURRENT
PROPOSAL**

- Significant insurance subsidy for lower-paid employees: 96% of HMO premium covered for full-time employees earning under \$58,500
- Healthcare insurance benefits offered to all regular part-time staff
- Virtual behavioral healthcare at no cost to employees

Meeting Our Union Where They Are

THEIR
PRIORITY

Union Rights

OUR
CURRENT
PROPOSAL

- Just-cause disciplinary steps that mirror our contract with our nurses
- Grievance and arbitration provision with neutral 3rd-party arbitrator deciding contract enforcement/interpretation differences
- Protections for bargaining unit work with restrictions on use of temporary employees
- Strong successorship clause that keeps workers represented by the union even if the organization is sold or creates a new corporate entity

Meeting Our Union Where They Are

**THEIR
PRIORITY**

Layoff Protections & Notices

**OUR
CURRENT
PROPOSAL**

- Strict process to manage the end of grant funding or changes in revenue that result in financially-necessary layoffs, including:
 - 45-day advance notification to the union
 - Inspection of organization finances by the union
 - 4 weeks of severance pay, plus an additional week per year of tenure
 - Health insurance through the end of the month severance ends

Meeting Our Union Where They Are

THEIR PRIORITY	Overtime & Remote Work
OUR CURRENT PROPOSAL	<ul style="list-style-type: none">• Minimum 2 hours of overtime pay for any shift exceeding 10 hours• Higher pay when working evenings and weekends• Higher pay for workers who are bilingual, team leads, and/or training others• Remote work opportunities and flex hours available• Reimbursement for use of personal internet connection when working from home and provision of laptops

Meeting Our Union Where They Are

**THEIR
PRIORITY**

Negotiations Before Job Duty Changes

**OUR
CURRENT
PROPOSAL**

- Before making substantial changes to core job responsibilities, Howard Brown Health will first notify the union and provide an opportunity to discuss the changes
- Upon request, Howard Brown Health will negotiate the impact of any material changes