

Purple Bargaining Update #2

April 19, 2013

Progress.

Union and Purple Communications negotiators met for the second time yesterday in San Diego.

The meeting, which was both cordial and productive, began with the Union making a comprehensive proposal on non-economic issues. After a Company review of the document, the two sides were able to reach agreement on several clauses, and moved much closer on some others.

As is typical in negotiations, the first tentative agreements were mostly on the contract's more administrative Articles covering things like what information is to be shared with the Union; where to send notices to each other; and what happens if portions of the contract are later found not to comply with the law. Agreements in the negotiations are "tentative" pending agreement on the entire contract and ratification by the membership.

One substantive agreement was the expansion of time an employee may take under the Company's personal leave policy from 30 days to 45 days. Agreement in principle was also reached on most of the grievance and arbitration process; the just-cause provision; and an article that would allow employees to have their union dues paid through payroll deduction.

Included in the Union's proposal are provisions that would:

- ❑ Prohibit the Company from establishing performance requirements "that could lead to an increased incidence of employee injury."
- ❑ Establish a procedure "by which employees may report criminally abusive clients to the appropriate legal authority."
- ❑ Restrict the log-in requirement to 70% and allow for up to one minute between calls.
- ❑ Have time spent in meetings and performing other Company functions, including VRI, not count against an employee's performance statistics.
- ❑ Change the way full-time employee status is held.
- ❑ Create a 20-hour part-time position.
- ❑ Give a much higher weight to seniority in the selection of shifts.
- ❑ Require all English Platform interpreters to be or become RID certified.

There was no time for any real response from the Company on those and other issues. They remain on the table.

So, we have a long way to go, but it was a start and a positive one.

The next meeting will be held May 1s in San Francisco. Meetings are also scheduled for May 21st and 30th. Venues for the later meetings have not yet been set.

The Bargaining team wishes to express its most sincere gratitude for the support shown by VIs in the four centers. Without you, we cannot get this done.

PMWG Purple Communications Unit
National Bargaining Team:

Mary Jane Moore, Arizona: National Unit Chair
Lindsey Antle, Denver: National Vice Chair
Margie Brooks, Oakland: National Vice Chair
Michelle Caplette, Arizona: National Vice Chair
Martin Yost, San Diego: National Vice Chair
Bruce Meachum, PMWG Representative: Chief Spokesperson

Also serving on the bargaining team was Norma Villegas, San Diego AVC.