

SUMMARY OF PROPOSED MEMORANDUM OF AGREEMENT
Between
DISTRICT COUNCIL 37, AFSCME, AFL-CIO and HAPI, Inc
June 1, 2021 through May 30, 2024

Wage Increases:

- June 1, 2021: 2% increase
- June 1, 2022: 2%.
- June 1, 2023: 1.75%

Total Increase: 5.86%

Mandatory Hospital Stay Pay

As of June 1, 2021

Anytime you are required to bring your client to the hospital and must stay beyond the end of your scheduled shift, you will be paid twice your hourly rate for the extra time you must stay at the hospital.

No Entry Pay

As of June 1, 2021

Whenever HAPI schedules 2 aides for the same client, and one aide is sent home, the aide who does not work shall be paid for 2 hours of work. If this happens more than twice to you in a 6 month period you will be paid for the whole shift even if you don't work for the next 12 months.

Holidays

As of June 1, 2021

Presidents Day has been added to the list of observed holidays.

Safety:

As of June 1, 2021

Your Union contract will require HAPI to provide you with a safe work environment. If they do not do so, it is a contract violation and you can file a grievance.

Grievances

As of June 1, 2021

The time you have to file a grievance will be extended from 10 days to 21 days.

Successorship

As of June 1, 2021

If HAPI sells their business to another operator, your union contract will remain in effect.

Severance Pay

If you are laid off due to program closure, you will now be entitled to severance pay. HAPI will be required to offer you 1 week's pay determined as an average of your earnings for your last 12 weeks worked.

This Memorandum of Agreement is subject to ratification by bargaining unit members

Prepared by the Department of Research and Negotiations, District Council 37, AFSCME, AFL-CIO, June, 2021