

**Union** ★  
**Update**

**OPEIU**  
Local



## PRMCE Bargaining Update

Your OPEIU local 8 Bargaining Team has met with PRMCE management for four meetings over the last few months and exchanged proposals for the new contract.

During negotiations on November 6, 2018 PRMCE proposed to make changes to the current contract's Extended Illness Bank and replace it with a Short-Term Disability plan.

**PRMCE has proposed to replace your Extended Illness Bank (EIB) with a Short-Term Disability (STD) insurance plan. Here's how they compare:**

### EIB (or Sick Leave) Now

- Hours are earned as you work and EIB is 100% of your **regular rate of pay (includes differentials if that is your regular rate of pay)**
- You can use these hours to take care of yourself and family members when they are sick
- There is no limit on the length of time you can use your EIB when you are sick if they have been earned and are in your EIB bank.

### PRMCE's replacement proposal

#### Short-Term Disability (STD)

- You are required to use seven (7) days of PTO before you would be able to use the STD Insurance Plan
- The STD would only cover 65% of your **base rate**, or maybe a \$1000 a week, whichever is less.
- You can only access STD for yourself, you cannot use it to care for family members when they are ill.

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**This is a bad deal.** PRMCE still needs to provide more details about this proposal, **but what we know right now is that PRMCE's STD proposal would result in a significant loss in wages for everyone.**

OPEIU Local 8 and UFCW21 members are sticking up every **Thursday** to let PRMCE know we won't accept this deal. Talk to your OPEIU Local 8 Bargaining Team representative or your CAT representative about filling out a Christmas postcard. UFCW21 and OPEIU Local 8 Bargaining Representatives will deliver your messages to the CEO. Please take a minute to fill out a Christmas postcard to the CEO and let her know what **YOU** think. For more information about how to get involved contact Nallely Flores [nallely@opeiu8.org](mailto:nallely@opeiu8.org). You can also give us a shout on Facebook or LIKE the **PRMCE Local 8 United** Facebook page to find out how to get involved.

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*If you have questions or comments, please contact your Union*

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