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1199 Service Employees International Union

New Life Nursing Home is located in the Bronx and employs over 400 full and part time employees. As a skilled nursing facility, it operates around the clock every day of the year.

New Life was owned by the Sisters of the Divine Passion, an order of Catholic nuns. It was known for treating its employees with respect and dignity, and providing opportunities for people from the community. Most of the part time staff were students who had flexible schedules and New Life had a scholarship fund for any employee who chose to attend college. All employees received a bonus at the end of the year equivalent to 2% of their annual salary and a turkey for the holidays.

In September 2016, the Sisters realized that they could not continue to operate the nursing home, since many of their members needed nursing care and those that did not were themselves of advanced years. The Sisters sold the nursing home to a for-profit corporation that operates nursing homes in several states. This is the first nursing home the company has purchased in New York. At the time the Sisters sold the business, they negotiated for all the employees to keep their jobs for a minimum of two (2) years. The new owner has not violated that part of the agreement, but the employees are now concerned that there will be a reduction in the staff.

The employees in the nursing aide title decided to seek union representation. 1199, the Service Employees International Union was successful in the organizing effort and on September 15, 2018 was certified as the employees' representative under NLRA Section 9(a) (Case No. 18-RC-1101). 1199 and New Life Nursing Home, Inc. are preparing for contract negotiations. The employees and employer have the following concerns:

- Employees have had their hours cut----fulltime employees are now working 30 hours instead of 35 hours per week. Under the prior management, employees worked in three shifts: 6:00 a.m. to 2:00 p.m.; 2:00 p.m. to 10:00 p.m.; 10:00 p.m. to 6:00 a.m., with a one hour unpaid break. The shifts are now 6:00 a.m. to 1:00 p.m.; 2:00 p.m. to 9:00 p.m.; and 10:00 p.m. to 5:00 a.m. with a one hour unpaid break. Part time employees are working 15, instead of 20 hours per week. They are scheduled to cover the one hour gap between the full time employees' shifts. This has resulted in greater turnover in patient care. It has also resulted in a lack of communication between aides which is essential to provide good patient care. The employees want to return to the original schedule of 35 hours per week for fulltime and 20 hours per week for part time.

- The company prefers to hire part time instead of full time workers. This has resulted in greater staff-turnover. 1199 would like to establish a set percentage of full and part time employees, with fulltime comprising 75% of the workforce.
- Employees from the community are no longer seen as preferred for hire and the employer does not want to hire students claiming they are not available as needed.
- Shifts have been changed with one-day notice. An employee working from 1:00 p.m. to 9:00 p.m. can be told to come the next day for the 6:00 a.m. to 1:00 p.m. shift, if needed.
- Currently, aides are paid the minimum wage of \$13.00 per hour. Under the prior owner, aides were paid \$14.00 per hour. On December 31, 2018, the NYS minimum wage will increase to \$15.00 per hour. The employees are looking for a wage increase of 10% above minimum wage.
- Under the prior management, fulltime employees had received fifteen (15) sick days and ten (10) vacation days in the first year of employment. Both sick and vacation days increased by two (2) days per year with each year of service to a maximum of thirty (30) sick days and twenty (20) vacation days. Part time employees received one half that amount. Currently, employees receive the required amount of sick days under the city and state law. Fulltime employees receive five (5) vacation days that do not increase with years of service. Part time employees do not receive any vacation time.
- Under the prior management, employees had health insurance and dental insurance fully paid by the employer. Currently, full time employees receive a \$400.00 check to be used to purchase health insurance and part time employees do not receive coverage. The employees would like their benefits returned to the pre 2016 coverage and also to have vision coverage. The current employer does not provide any tuition reimbursement.
- Employees are concerned about job security and would like a probationary period, with termination only for just cause after a hearing.

The employer contends that the business is being run more efficiently and effectively than under the previous owner. It is meeting all legal requirements. The purpose of running a business is to maximize profit, and expenses cannot be increased. The employer understands that it must negotiate with the union but wants to hold the line on providing any additional benefits.

You are negotiating on behalf of the party stated above.



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