



WORKING FAMILIES

www.working-families.org

COLLECTIVE BARGAINING SOLUTIONS FOR BUILDING FAMILY FRIENDLY WORKPLACES

Everyone benefits when employees and employers sit on the same side of the table to address the challenges associated with work and family life. Labor and management partnerships and trust funds are securing the economic future for millions of families across America. Leadership, training and development programs advance the economic security for women in particular. Child and eldercare funds ensure that working people don't have to choose between their job and their loved ones, and unique programs focus on workers who've been laid off both addressing changes in our workplaces and retraining workers to meet new work demands in real time. The examples below represent some of the models that workers and employers agree advance our common economic goals.

LEADERSHIP/PROFESSIONAL DEVELOPMENT AND TRAINING

- **Service Employees International Union, 1199 United Health Care Workers and Varied Health Care Employers** work together to support the training and advancement needs of more than 450,000 health care workers. These thirteen training funds promote the advancement of entry-level health care providers to professional levels of healthcare. The related Labor Management Project brings workers and employers together to create and respond to dynamic change in the hospitals and nursing homes. In response to these changes, the Job Security Fund works to support laid off workers while they retrain for the careers that are needed in our health care industry. NY, FL, NJ, CA
 - **American Federation of Teachers, St. Louis and the St. Louis Public Schools.** The Aft Innovation Fund and the Shanker Institute are the primary funding source for the in-depth training of Pre-Kindergarten teachers in St. Louis. This model brings the nations top ECE educators together to change the approach to language, social and overall development of 4 year olds. A recent report by the Center for American Progress details other school-level union-management partnerships and the impact they're having as catalysts for professional collaboration in education. MO
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PAID FAMILY LEAVE OR FAMILY MEDICAL LEAVE INSURANCE

- **American Federation of Teachers, Local 3695 and the University of Connecticut** agreed to six weeks of paid leave for child bearing. And the ability to take any other accrued time up to 6 weeks paid without management approval for both parents. Additional leave time is possible but will be unpaid leave or taken as half time leave. Another option is available for part-time return to work following the birth or adoption of a child. Parents who do not wish to take a leave with out pay, nor return to work full-time, can opt work for half-time for up to six (6) months. Employees may request to work half-time for up to twelve (12) months, pending management approval. CT
 - **Communication Workers of America-Association of Flight Attendants and Alaska Airlines.** Agreements were reached to extend maternity leave using accrued time for up to eight months (for nursing); parental leave was made gender neutral to recognize any kind of couple; the flight attendants also benefit from lactation facilities both on land and inflight. This agreement is particularly tricky because of the nature of the work and the fact that generally flight attendants don't fly after 28 weeks of pregnancy. AK
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PAID SICK DAYS OR EARNED SICK TIME

- **American Federation of Government Employees and the Social Security Administration** under the Federal Employees Family Friendly Leave Act (FEFFLA) does permit employees to use up to 13 days of sick leave each year for such, care of a family member or for medical appointments. Employees can use up to 24 hours of leave without pay each year for these same purposes in cases when no additional sick leave is available to expand the Family and Medical Leave Act (FMLA).
- **American Federation of Teachers, Local 4855 and the Board of Education Edwardsville Community Unit School District.** Both full time and part time employees shall be allowed one and one half (1.5) days of sick leave for each month worked which can accumulate to 270 days. Sick leave is granted for personal illness, quarantine at home, or serious illness or death in the immediate family or household. IL
- **Amalgamated Transport Union, Local 689 and Washington Metropolitan Area Transit Authority** work jointly to permit paid sick days workers of the public transit system to accrue up to twelve (12) paid sick days per year, after the first year of employment. Any employee may use two (2) of their allocated days for a sick family member. DC
- **Bakery, Confectionery, Tobacco Workers and Grain Millers Union and Amalgamated Sugar.** Provide 120 hours (3 weeks) of earned sick leave per year for full-time employees who require short term leave for illness. If employees banks

over 500 hours of leave, 100% of their wages are paid; anything less, 75% of wages are paid. ID and OR

- **International Brotherhood of Electrical Workers Local 266 and Salt River Project** decided to support working families by agreeing that all full time and part time employees shall be allowed one and one half (1.5) days of sick leave for each month worked which can accumulate to 270 days. Sick leave is considered personal illness, quarantine at home, or serious illness or death in the immediate family or household. AZ
- **Unite Steel Workers, Locals 2102 and 3267 and Evraz Rocky Mount Steel.** These workers and management understand the importance that manufacturing plays in our nation's economy and has sought to ensure that working families are key to their success. They provide 10 paid holidays, guaranteed vacation days, and a number of other benefits to support working families. CO

CHILDCARE AND ELDERCARE

- **American Federation of State, County, and Municipal Employees, Local 3650 Harvard Union of Clerical & Technical Workers and Harvard University** negotiated a Childcare Fellowship that helps parents with the increasing cost of childcare during a parent's work hours. This subsidy system covers early childcare reimbursements, before and afterschool care. Additionally, there is an Academic Enrichment Fellowship for older children which assists with the cost of SAT/ACT test prep classes, academic tutoring, and college prep services. MA
- **Service Employees International Union, 1199 United Health Care Workers East and the League of Voluntary Hospitals and Homes of New York and New York State Health Facilities Association.** Together, these groups provide childcare and youth programs to more than 20,000 thousand children each year. A range of programs include: early childcare reimbursements, recreational and special needs programs, learning centers, afterschool, summer day camp, and sleep-away camps. College prep programs and SAT/ACT prep classes are also available. NY
- **United Automobile, Aerospace and Agricultural Implement Workers of America and Michigan Blue Cross Blue Shield** are supporting child and eldercare needs with a Resource and Referral telephone service that provides employees with information, referrals, education and consultation to meet their family care responsibilities. This unique tool is designed to help better manage and maintain a balance between work duties and life responsibilities in a personalized environment. MI

SCHEDULING AND FLEXIBILITY

- **American Federation of State, County, and Municipal Employees, Local 3650 Harvard Union of Clerical & Technical Workers and Harvard University** developed the ability for workers to request a different schedule on either a temporary or permanent basis. Scheduling changes include start-end time, shorter unpaid meal break, compressed work week, job sharing and a host of other configurations. This process is successful for a number of reasons: workers are trained in how to approach their managers with a request, management is trained to be open to such requests and schedule for them and there is an agreed upon process for conflict resolution which addresses problems associated with flexible scheduling. MA
- **National Treasury Employees Union (NTEU) and the Food and Drug Administration** agreed to provide two types of optional Alternative Work Schedules (AWS) for full-time employees. The Maxiflex Schedule provides a variety of options to meet an employee's individual needs provided the employee meets the eighty-hour (80) requirement for a pay period. The Compressed Work Schedule allows full-time workers to complete their 80 hours of over less than the ten (10) day period, freeing up time to address family matters. Eligibility for part-time workers is dependent on the number of hours scheduled each pay period. MD
- **Communication Workers of America and AT&T** permit flexible scheduling options including four-day work weeks; locally negotiated flexible arrival and departure hours; continuous operations rotating three and four day work weeks. Contracts require agreement between local management and the Union, with approval by the bargaining agent, and include protections for holiday, differential and overtime pay. USA

Has your union negotiated work and family policies? Send them to us and we'll add them to our database. Look for the link on our website below!

For more information on labor management work and family policies, updates to this list and for the LEARN! Contract Database visit: www.working-families.org