

Federal & OHA reduced funding probable (8.5-15%)

**2020-2021:**

MCCFL monthly expenses = 1.9 M (payroll and benefits = \$100,000 monthly) Reserve balance to date: 3.2 M.

Leadership would prefer to continue our 1:1 relationship with employees

No furloughs or lay off's during COVID Pandemic. Reduction of hours necessary for survival.

Our financial instability has spanned over several years for multiple reasons

**MCCFL Team**

\$2M Budgetary Shortfall was directly related to decreased billable services


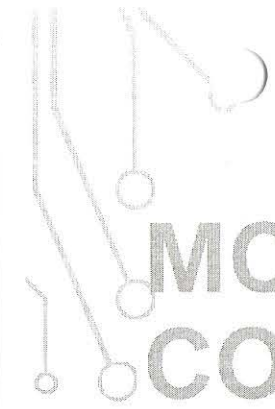
CCBHC Funds ran out, leaving a \$2M deficit annually

COVID restrictions were mandated, losses were unpredictable (losses 100+ days)

Overall Capacity is improving every week; Friday closure temporary

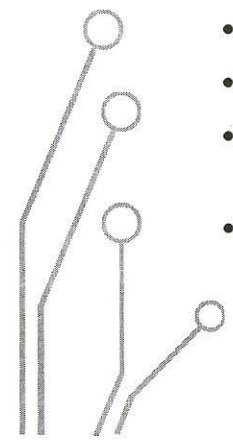
Budget reductions of things, NOT people.





# MCCFL WOULD LIKE TO STAY CONNECTED TO OUR EMPLOYEES

## • Potential Union Promises:

- Wage, Benefit, COLA and step increases.
  - Employees will be required to pay fees (1.5% of salary) and dues (\$800-1000 yearly)
  - All employees will receive same bargaining unit. Often agenda items are Union focused.
  - If employees sign signature cards, this gives them a Union status (this is the same as voting them in).
  - Employees crossing a picket line can incur fines.
  - All labor negotiations will go through the UNION.
  - If asked to VOTE, please do! Absent votes are awarded to the UNION, not employer.
  - Once a union is in place, employees will have to go through proper processes of voting the Union out.
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## • MCCFL Facts:

- COLA was the only item HELD during Budgetary cuts.
  - Union dues are taken directly from payroll. Refusal to pay results in being fired.
  - Union makes decisions that all employees will be subject to.
  - Union can make calls and home visits to persuade employees to their cause.
  - MCCFL will not be able to make exceptions.
  - Employees will NOT be allowed to approach their manager about any labor items directly.
  - You will lose the ability to advocate for yourself.
  - We continue to apply for COVID recovery grants.
  - Union cannot fix \$2M short fall in Budget.
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