



# Bargaining Overview



## HPAE Local 5106

Over the past two months your Bargaining Team has worked hard with your support to bargain the Tentative Agreement we bring to you today. We recommend that you ratify it as our new Union Contract.

### Defeated Employer Proposals

- Twice a year movement for nurses on salary scale. DEFEATED
- Charge nurse differential for ER nurses only. DEFEATED

### 3 YEAR CONTRACT TERM

#### WAGES/ECONOMICS

- 2% Wage increase first year
- 2.25% Wage increase second year
- 2.50% Wage increase third year
- Additional step on each salary scale: RN, Professional and Technical Job classifications
- Market adjustment for Ultrasound, Medical Lab Technicians, CT/MRI/Radiology dual certified
- Additional \$1.00 each year for the non-benefit nurses
- Certification bonus for Music and Art Therapy
- Certification bonus for Oncology Nursing
- Increase in tech shift differentials to \$2.35/hr.
- Improved vacation accruals for newer techs
- Charge nurse differential: to start in the second year of the contract \$.75/hr for all nurses assigned as charge nurse; third year--\$1.00/hr. for all nurses assigned as charge nurse

#### NEW VACATION ACCRUAL FOR TECHNICAL UNIT

Length of Service in years	Annual Accrual
0-10	120 Hours
10 +	160 Hours

## MARKET ADJUSTMENT

Years of experience	Medical lab technician	Ultrasound tech CT/MRI/Radiology dual certification
0-2	26.50	36.50
2-5	27.75	37.70
5-10	28.90	38.50
10-15	29.80	40.50
15+	30.30	41

## Pension Plan

- Part time employees participating in the pension plan will now receive the employer contribution on an ongoing basis as opposed to the end of the year contribution
- Employee 4.5% contribution matched by Employer contribution of 4.5% to 8.5% based on years of participation.

## Contract Language Improvements

Article	Name	Description
<b>1</b>	<b>Recognition</b>	Union orientation of new employees in a private location; 72 hour notice of orientation session and list of BU orientees.
<b>5</b>	<b>COPE</b>	Voluntary deduction to HPAE Committee on Political Education
<b>9</b>	<b>Seniority</b>	Addition of unit seniority
<b>10</b>	<b>Promotion and Transfer</b>	The internal applicants who meet the unit specific requirements shall be granted an interview.
<b>12</b>	<b>Hours of work</b>	Protection from cancellation for part time worker scheduled an extra shift Restrictions on manager doing BU work
<b>13</b>	<b>Overtime</b>	Overtime will not extend beyond sixteen consecutive hours, except in case of emergency circumstances.
<b>14</b>	<b>Vacation, Holidays</b>	No employee shall be required to work the same holiday for two consecutive years. No weekend makeup for vacation
<b>18</b>	<b>Health and Welfare</b>	Regular part time employees who have expressed interest will be assigned up to 12 additional hours per week. If additional shifts remain, the manager will approve additional hours on an equitable basis among full-time, part-time and pool employees

<b>20</b>	<b>Continuing Education and Training</b>	Certification bonuses for Music therapy, Art Therapy and Oncology Nursing
<b>21</b>	<b>Health and Safety</b>	Joint Health and Safety Committee
<b>27</b>	<b>Meet and Discuss</b>	Labor Management Committee
<b>Side Letter</b>	<b>Staffing language</b>	<p><i>The Employer and the Union agree that in any patient care situation, patient safety and quality care is of utmost importance and must be insured for the benefit of the patient the staff and the hospital.</i></p> <p>Hospital is seeking funding for an additional 3-11 nurse on C4</p>
<b>Side Letter</b>	<b>Pride Program</b>	Cash bonuses for nurses participating in educational programs

Language will be added to existing hospital policy that an employee who files an assault charge against a patient and is required to appear in court will not lose wages or be required to use benefit time.