



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.

3 YEAR CONTRACT TERM

Successorship: TUH agrees that no sale or merger may proceed without a written commitment to recognize the Union (HPAE) and assume the contracts.

WAGES/ECONOMICS

- 2.25 % Wage increase first year
- 2.5% Wage increase second year
- 2.75 % Wage increase third year
- Increase in tech shift differentials to \$2.50/hr.
- Vacation accrual parity for techs, nurses and professionals
- Preceptor differential of \$2/hr. for all techs
- Charge nurse differential: \$1.25/hr. second year of the contract; \$2.00 in the third year
- Certification bonus for Gastroenterology Registered Nurse Certification (Northeastern) and Certified Allied Addiction Practitioner

NEW VACATION ACCRUAL FOR TECHNICAL UNIT

Length of Service in years	Annual Accrual
0-8	120 Hours
8 +	160 Hours

Contract Language Improvements

Article	Name	Description
1	Recognition	Pool social workers and BHTs will be members of the bargaining unit after working 30days in a six month period
7	Non discrimination	Handicapped changed to disabled person
9	Seniority	Lay off rights increased from two to three weeks notice Social Work and Behavioral Health Therapy added to department list layoff language
10	Promotion and transfer	120 day evaluation period decreased to 90 days
11	Wages, shift Differential and On-call pay	Episcopal educators will develop a charge nurse orientation program for Episcopal charge nurses. Charge diff increased in 2 nd and 3 rd year of contract
12	Hours of work	Employees working more than 80 weekend shifts in two preceding years will have preferential consideration for weekend time off. Par time employees in technical units who have expressed interest will be assigned additional hours up to 40 hours in a week
13	Overtime	Report on distribution of ER overtime will be provided to Union two weeks after the start of the schedule.
14	Vacation, Personal Days and Holidays	Appendix C: bi-weekly accrual based on status; maximum vacation accruals
17	Funeral Leave	Increased from one day to four days for a grandchild
20	Continuing Education and Training	Preceptor training and \$2/hr preceptor differential for members of technical unit
21	Health and safety Violence Prevention	Joint Health and Safety/Violence Prevention Committee with representatives from both BUs will meet within sixty days and monthly thereafter
23	Grievance and Arbitration	The Hospital will grant an additional 30 day extension to file for arbitration if requested.

26	Past Practice	The Union maintains the right to grieve a change in clearly established past practice.
27	Meet and Discuss	Labor Management Committee discussions to include staffing and health and safety.
Letter of Agreement	Uniform Allowance	\$200 upon hire; \$100 each December 15 th . \$100 upon ratification to those who requested, but did not receive uniforms in 2019
Non-precedent setting agreement	Float nurse pilot project	Within sixty days Hospital will implement a program to use a float nurse for acute inpatient discharges and admissions