

Our bargaining committee recommends a YES vote to ratify the agreement settled on September 9th, 2020 with Sunrise House/AAC.
SUMMARY OF TENTATIVE AGREEMENT

- Term of Agreement: August 1st, 2020 – July 31st, 2023
- Wages:
 - Retroactive to August 1st, 2020 – 3.5% increase for all employees not receiving a separate increase in this year (those titles are listed below with the increases).
 - August 1st, 2021 – 3% increase for all full, part-time & per diem employees.
 - August 1st, 2022 – 2.5% increase – 1% for all full, part-time & per diem employees.
 - Treatment Advocate rate increased to \$16.50/hr
 - Effective upon ratification, Discharge Planner and HIMS Clerk rate increased to \$17.50/hr
 - Effective upon ratification, Certified Nursing Assistant rate increased to \$16.00/hr
 - Effective upon ratification, RN rate increased to \$33.00/hr (under four years exp), \$35.00/hr (4-8 years exp) and \$37.00/hr (8 or more years exp)
 - Effective upon ratification. Counselor II rate increased to \$21.25/hr
 - Effective upon ratification, Counselor III rate increased to \$30.29 (one unrestricted license), \$31.25 (one unrestricted and one provisional license), \$32.69 (two unrestricted licenses), \$38.00/hr (per diem RNs)
- PTO – Additional PTO days for those with 2-4 years seniority (1 additional day), 4-10 years seniority (2 additional days), 10+ years seniority (3 additional days).
- Eight (8) hours additional time off with pay for Nurses and Counselors to attend CE courses.
- Charge and Lead Differential increased to \$2/hr.
- New Preceptor/Mentor/Orienteer differential of \$1.50/hr.
- MLK Day now a holiday.
- Improved holiday scheduling language
- Per Diem employees required to work one shift per month.
- 12 hour shifts added to contract.
- Union bulletin board moved to triage area for better visibility.
- Union Officers and Reps allowed increased time off without pay for trainings and meetings.
- Improved health and safety language, including language stating that management will not use cameras to manage the workforce and ensuring doors remained locked at night.
- PTO requests replied to in ten days – if no reply then the day is considered granted.
- Earned Sick Leave incorporated into contract (5 days of PTO go into this category, which can be used for expanded reasons and cannot be counted for disciplinary purposes).
- Improved successor language in the event SRH is sold.
- Improved language on the disciplinary process and investigations.
- Paid time to complete mandatory competencies (Health Stream)
- New Health Insurance Plans (see attached documents) – PLEASE NOTE THE PREMIUMS FOR THE SILVER AND GOLD PLANS WILL BE REDUCED BY \$15/PAY PERIOD FOR THE FIRST YEAR OF THECBA.