

## **HPAE TENTATIVE AGREEMENT FOR 1<sup>ST</sup> CONTRACT AT QUEST DIAGNOSTICS**

### **NON-ECONOMIC TENTATIVE AGREEMENT:**

**All language remained as currently in the Palisades contract:**

- Union Recognition
- Union Shop and Check off
- Conduct of Union Business
- Union Reps
- Seniority
- Layoff/Reduction in hours/Recall
- Leave of Absence
- Discharge and Discipline
- Absenteeism and Lateness
- Grievance and Arbitration
- Strikes/Lockout
- Non-discrimination
- Notification
- Separability
- Management Rights
- Personal files
- Labor/Management committee
- Safety and Health
- Disaster Relief Efforts

### **ECONOMIC TENTATIVE AGREEMENT:**

- **Wages**
  1. Members who become Quest employees through the transaction with Hackensack Meridian Health System will be paid the same base hourly wage rate upon being hired by Quest as they were paid on December 31, 2020.
  2. Across the board raise increase of 2.5% effective May 31, 2021
  3. Across the board raise increase of 2% effective May 31, 2022
  4. Across the board raise increase of 2% effective May 31, 2023
  5. Quest reserves the to hire new employees into the bargaining unit at base hourly wage rates within the pay ranges set forth below. If an employee moves for any reason into a lower paying grade level job and that move is not temporary, the employee will either keep his/her existing wage rate or be paid the maximum for that lower paying grade level range, whichever is lower

<b>Job Title</b>	<b>Minimum</b>	<b>Maximum</b>
Rep. PS I (Phleb)	\$15.18	\$22.77
Rep. PS II (Phleb)	\$16.71	\$25.05
Asst. Lab I	\$12.56	\$18.84
Technician, Medical I	\$20.17	\$33.31
Technician Medical II	\$22.21	\$36.63
Technologist, Medical I	\$24.42	\$40.35
Technologist, Medical II	\$26.86	\$44.30
Technologist, Medical Sr.	\$29.54	\$48.72
Group Lead, Med. Technologist	\$29.54	\$48.72

**Shift Differentials –**

- 1.** 2<sup>nd</sup> shift 10% diff. on base hourly wage rate, 3<sup>rd</sup> shift 15% diff. on base hourly wage rate. Shift diff. is only paid on actual hours worked.
- 2.** Weekend shift differential – 10% is only paid on actual hours worked and is in additional to the shift differentials

**Annual Incentive Bonus –**

1. Regular full-time and part-time employees are eligible to participate in Quest’s Annual Incentive Plan. AIP is currently calculated at 3% on annual eligible earnings paid in March of each year.
2. This is above and beyond the across the board raises.

**Holidays-** Employees regularly scheduled to work 20 or more hours per week are eligible for the following 6 holidays:

1. New Year’s Day
2. Memorial Day
3. Independence Day
4. Labor Day
5. Thanksgiving Day
6. Christmas Day

Holidays that fall on a Saturday will be observed on Friday and holidays that fall on Sunday will be observed on Monday.

Any member that works on a holiday will receive 2.5 times pay of their base rate

**PTO**

1. Employees will maintain the current PTO hours they now have in their Palisades contract until June 30, 2022.
2. You can carryover 15% of unused PTO from year to year
3. You can cash out 15% of unused PTO at the end of each year
4. Request for PTO will not be unreasonably denied
5. PTO is accrued on a weekly basis and they accrue PTO on time worked and while taking PTO, PTO health, Jury Duty and Bereavement

6. Members may borrow up to eighty (80) hours of unearned PTO per year

### **PTO Health**

1. Employees regularly scheduled to work twenty (20) or more hours per week are eligible for PTO Health.
2. Employees will accrue one (1) hour of PTO Health for every thirty (30) hours worked up to a max of forty (40) hours per year
3. PTO Health can be taken in .5 (half hour) increments
4. For 2021 Plan year employees an carryover 100% of accrued unused PTO Health into the 2022 plan year. Beginning with the 2022 plan year employees may carryover 56 hours of accrued unused PTO Health

### **Filling Vacant Positions**

1. Posting will be open for a period of 4 days and you must be on your current job for 9 months prior to signing for another open job
2. When two (2) or more employees request the same vacant position, selection will be based first on qualifications and then on seniority.
3. If two (2) two or more per diems request the same position selection will be based on qualifications and factors such as skill and ability. If the two (2) candidates are equal, date of hire will prevail

### **Overtime**

1. Overtime (including weekends and holiday) will be scheduled first on a volunteer basis, if there are multiple employees volunteering to work overtime seniority will prevail
2. Should all needed overtime not be filled using the volunteer basis, then the work will be filled in inverse seniority order (least senior first). Any employees selected to work overtime will drop to the bottom of list for selection of mandatory work or voluntary work on the next weekend/holidays.
3. An employee with twenty-five (25) years or more seniority who is forced to work a weekend they will be paid an additional weekend diff of three dollars and fifty cents (\$3.50) on top of the other 10% weekend diff.
4. Employees are not required to work ore than every third weekend
5. The weekend work requirements of an employee shall not be increased unless the affected employee agrees to the change or Quest determines it is an emergency

### **Meal Breaks**

1. Employees who are full-time receive a daily 30-minute unpaid meal period. Uninterrupted time off for meal periods is not counted as time worked

### **Rest Breaks**

1. Employees who are full-time receive two (2) daily, 15-minute paid breaks

### **Health and Welfare**

1. Employees regularly scheduled to work 30+ hours a week. For those not eligible because they are regularly scheduled to work 20 – 29 hours per week, will attempt to increase hours if possible
2. Benefit plans applicable to non-bargaining unit employees shall be made available to employees represented by the Union. Quest agrees to offer bargaining unit employees the same Health Insurance, Quest select lab benefits (100% paid), group term life and accidental death, Prescription Drug plan, Dental Plan, Vision Plan, Short and Long Term Disability benefits that it provides to non-management employees.
3. For the period of January 1, 2021 through December 31, 2022, Quest shall maintain the health plan design as in effect on January 1, 2021.
4. Effective January 1, 2023, Quest shall have the discretion to change or modify the health plan design. Notwithstanding the foregoing, the benefits provided shall be at least reasonably comparable to the overall benefits package.
5. Same 100% coverage for “Inner Circle”
6. Quest lab testing free from any Quest site
7. CVS Rx benefit will be at the same cost share as current through HMH
8. Dental
9. Vision – high and low options
10. STD – benefits for up to 6 months, 60% with option to buy-up to 70%. State disability may apply if higher
11. LTD – 50% with option to buy up to 60%

#### **Retirement**

1. Employees will be eligible to participate in Quest 401(k) plan effective January 1, 2021.
2. Employees can make contributions from day one of 1% to 35% of their wages, pre-tax. Employees age 50 or over may make catch-up contributions up to the annual IRS limit
3. Employees are 100% vested immediately
4. Employees will receive dollar for dollar Quest match each pay period on contributions, capped at 5%

#### **Employee Stock Purchase Plan (ESPP)**

1. Regular employees scheduled to work at least 20 hours per week are eligible to participate in the Quest Employee Stock Purchase Plan. 5% discount on Quest stock purchase

#### **Pre-Tax Commuter Benefits**

1. Employees who are regularly scheduled to work twenty (20) hours or more per week are eligible to participate in the program. The program allows team members to direct part of their pay on a pre-tax basis to pay for certain work-related commuting expenses such as public transportation and/or parking.

#### **Uniforms and Lab Coats**

1. Quest shall provide disposable lab coats to employees who work in the lab and well as other required PPE

2. Quest will provide (4) set of scrubs to employees in Phlebotomist positions

### **Staffing Committee**

1. The staffing committee will meet quarterly and will include at a minimum the HPAE Local President and East Region HR Director and two (2) other union representatives
2. Staffing issues include, but not limited to, current vacancies, current staffing, recruitment strategies and onboarding efficiencies.
3. The Committee will evaluate staffing issues (if any) and propose joint solutions to these issues.

### **Per Diem**

1. Be regularly available to work a minimum of sixteen (16) hour per week
2. Work at least two (2) of the six (6) holidays
3. Be available to work three (3), eight (8) hour weekend shifts per month
4. Per Diems are eligible to participate in the Profit Sharing Plan (“the 401(k) plan”).

### **Pandemic Side Letter**

1. Start of any pandemic parties agree to establish a Special Labor Management Committee.
2. The goal of the special committee is to ensure a safe working environment for employees. A safe working environment includes issues regarding PPE, staffing, protocols and contract language.
3. The parties agree that proper training will be offered regarding safe and proper use of PPE, maintenance of PPE and on-going fit testing will be provided.

### **Jury Duty**

1. A maximum of two weeks off for jury duty or subpoenaed criminal matters and court witness appearances.
2. Full-time employees will be paid regular base wages

### **Bereavement**

1. Regular employees working twenty (20) hours per week will be paid bereavement time
2. Bereavement does not include shift diff
3. No waiting period applies for bereavement leave and eligible at any time after hire.
4. Forty (40) hours leave for spouse, domestic partner, parents, parents-in-laws, or parents of a domestic partner, step parents, children (including unborn), step children (children of employee’s spouse or domestic partner), son-in-law, daughter-in-law, sibling, step sibling, and any person living in the employee’s house.
5. Eight (8) hours leave for extended family: brother-in-law, sister-in-law, step brother-in-law, step sister-in-law, grandparent (including grandparent in-law and grandparent of a domestic partner, step grandparent, grandchildren, step grandchildren, aunt, uncle, step aunt, step uncle.

### **Group Term Life Insurance**

1. Regular employees working thirty (30) or more hour per week are eligible for Basic Life and AD&D at one and one-half (1 ½) times their annual base salary.
2. In addition employees have the option to contributions at their own expense toward additional coverage for up to eight (8) times their annual base salary and/or have spouse/domestic partner coverage ranging from \$10,000 to \$150,000 and coverage for a child in amounts of \$2,500, \$5,000 or \$10,000.

#### **Retiree Medical Trust**

1. Quest shall withhold the mandatory employee contribution amount of twenty cents (.20) per hour for each full-time employee.
2. Contributions to the Trust shall be due at the Trust Office on the 10<sup>th</sup> of the month following the month

#### **Educational Assistance**

1. All regular, full-time employees scheduled to work at least thirty (30) hours per week are eligible
2. Relationship of employee's academic program participation to the current business strategy of Quest
3. Employees are reimbursed 100% for tuition expenses up to an annual reimbursement limit of \$5,250 for undergraduate and graduate programs at fully accredited institutions
4. Distance Learning Online Programs
5. Certificate Programs

#### **Adoption Assistance**

1. All regular, full-time employees
2. \$2,500 to help defray the expenses associated with the adoption of an eligible child. An eligible child is an individual who is under age 18 or is physically or mentally incapable of care for him/her self
3. Payment is limited to one adoption per employee/family per calendar year of agreement
4. Qualifying expenses are:
  - a. Reasonable and necessary adoption fees
  - b. Court costs
  - c. Attorney fees
  - d. Travel expenses (including amounts spent for meals and lodging) while away from home
  - e. Other expenses directly related to and, whose principal purpose is for the legal adoption of an eligible child

#### **Other Company-Provided Benefits**

1. Blueprint for Wellness (annual health screening)
2. Grand Rounds (second opinions and blueprint for Wellness Connect)
3. Mental Health assessment
4. Employee Assistance Program
5. Teledoc (3 free virtual care per year)
6. OnDuo (managing type 2 diabetes)

7. Carrum Health (no-cost orthopedic and bariatric surgery)
8. Work Stride (cancer support)
9. Quit for life (tobacco cessation)
10. RecognitionQuest
11. Matching Gifts Program

**Effective Date and Termination**

1. Collective Bargaining agreement will remain in full force and effect from January 1, 2021 until December 31, 2023