



Summary of Tentative Agreement between HPAE 5094 and University Hospital

March 22, 2022

With your support, your Negotiating Committee has worked hard to bargain a tentative agreement with University Hospital for our members. We were able to make a number of significant improvements. **Your Bargaining Team strongly recommends that you vote YES to ratify our new contract.**

1. **Term of contract:** Retroactive to October 1, 2021 through September 30, 2024.
2. **Salaries and Wages:** All increases take effect the first pay period of the respective month.

	Retro to October 1, 2021	October 1, 2022	October 1, 2023
All PH and PS salary scales	Scale increased across the board by 3%. No step move.	Scale increased across the board by 2.5%. No step move.	Scale increased across the board by 3%. No step move.

3. **Mandatory Overtime:** New language that prohibits management from forcing our members to work overtime shifts on units that are plagued with chronic staffing challenges.
4. **Work Outside Classification:** Clarified language used to request that a member's salary be adjusted due to either being required to work outside of their classification or if there is a substantial increase in a member's job responsibilities.
5. **Performance Evaluations:** The evaluation will be changed to a 3-tier rating system however member's that receive a low evaluation score will now receive a written warning in lieu of suspension of up to 2 days as opposed to a final warning.
6. **Labor & Management Committee:** Strengthened the role of the committee to ensure that meetings take place at least 4 times per year. The committee will also be able to hold management accountable for addressing our concerns related to excessive workloads and other issues that affect retention.
7. **Market Rate Analysis:** The Hospital has agreed to conduct a market rate analysis for certain titles to address any disparities that may exist by December 31, 2023. Some of the titles scheduled to receive the analysis are Medical Technologist, Blood Bank Technologist, Histotechnologist, Cytotechnologist, Pathologist Assistant, User Support Specialist, Senior Respiratory Therapist and Audiologist.