

TENTATIVE AGREEMENT – May 25, 2022

- **Across the Board Increases**

June 2022 -- 2%	December 2022 -- 1.75%
June 2023 -- 2%	December 2023 -- 1.75%
June 2024 -- 2.25 %	December 2024 -- 1.25 %
- **Article 21** -- One to one for outside years of experience, current members will be recalculated on step scale and adjusted accordingly effective June 1, 2022
- Step Movement on each anniversary for term of CBA (equals average of 1 to 1.5%)
- **Article 21.3b** -- Add Step 30 to all scales effective June 2022
- **Article 21.3** -- All step increases will be effective for the entire two weeks of a pay period regardless of what week it falls in
- **Art 19 No Float language** -- will stay in the contract, management will pay our 15-year members an additional \$4.00 per hour if they *volunteer* to float
- **Article 27 Health Insurance** -- employee contributions will increase 11% each year (from 8%, management wanted to increase 13%)
- **Article 18 Tuition Reimbursement** -- management created a new form that clarifies the process and increase the cap to \$250,000 up from \$100,000
- **Article 18.1** -- Increase RN Preceptor pay from \$ 1.00 to \$1.50 per hour
- **Article 21.3d** -- Step 15 to become the per diem rate for job titles without a specified rate
- **Article 21.5** -- Increase RN PD weekday rate to \$55.00 per hr, ALL RN PDs requirement of 3 shifts per 4-week schedule -- 2 weekend shifts and at least 1 Sunday plus one additional shift
- **Article 21.5 d** -- FT or PT employees who go PD after 20 yrs or more of service maintain rate of greater than PD rate, work requirement same as above
- **Article 22.1b** – Non-Nursing Professionals: Increased Evening and Nights top shift differential up to \$5.00 (evening) and \$5.75(nights)
- **Article 22.3A c** -- Physical Therapists with Doctoral Degrees will receive a \$1.00/ differential
- **Certified Rec Therapists (CTRS)** receive a \$.50 hour differential
- **Article 23.1** -- Plan Winter Holiday schedule in advance -Management will begin asking for volunteers for end of the year holidays in September and will have schedule finalized by November 1st.
- **Article 27.1** -- New hires will be eligible for HI after 30 days
- **Article 24.3-4 Vacation Requests- RNs:** Employees with greater seniority shall be given the first choice for vacation leave and can request to retract vacation up until 2 wks before the schedule is posted
- **Non- Nursing Pros** -- Employees requesting vacation will not be responsible for finding their own coverage prior of the posting of the schedule and can request to retract vacation up until 2 wks before the schedule is posted. Employees not responsible for finding own coverage.
- **Side Letter** Process for considering 10/12-hour shifts the parties commit to continued discussions exploring alternative shift schedules to maximize recruitment and retention of staff and look to creative means to properly staff the facility. This will be a standing item on the Labor/Management Committee agenda.
- **Article 35 Retiree Medical Trust-** increase member contribution from \$.30 to \$.35

