

## Local 5138 Tentative Agreement Summary

Copies of the tentative agreements will be available for review at the ratification meetings which are scheduled for the SOMC Conference Rooms 1 & 2  
**Monday, June 26<sup>th</sup> from 10 am-4:30 pm & 6 pm-8 pm**  
**Tuesday, June 27<sup>th</sup> from 7 am-11 am & 7:30 pm-8:30 pm**

### Without a union, the following would be instituted:

- **DEFEATED** – HMH wanted to increase the amount of time that Per Diems would be required to work.
- **DEFEATED** – HMH wanted to eliminate the minimum two (2) hours pay before flexing.
- **DEFEATED** – HMH wanted to be able to cancel extra shifts across the facility and not just a specific unit.
- **DEFEATED** – HMH wanted to have employees secure their own coverage when calling off mandatory on-call.
- **DEFEATED** – HMH wanted to create a list of special circumstances for RNs to transfer to Per Diem.

### ECONOMIC AND BENEFITS

- 3.50 % Across the Board Raise for 2022 to be paid out in 2023, & 2.50 % Merit Raise based on performance evaluation in 2023 paid out in 2024.
- Raise in 2023 will be by the 2<sup>nd</sup> pay period after ratification and will include anyone who was a bargaining unit member as of May 28, 2023.
- Incentive Program: All Bargaining Unit members shall now be eligible to participate in the HMH Incentive Plan that pays out an annual bonus.
- In the event you are given a poor evaluation, your manager is obligated to back it up with objective written documentation. Evaluations can be challenged via the grievance process.
- Shift differential – RNs will be considered 2<sup>nd</sup> and 3<sup>rd</sup> shift employees as long as 50% of their regularly scheduled hours are worked after 3:00 pm for 2<sup>nd</sup> shift & after 11:00 pm for 3<sup>rd</sup> shift; instead of 75% of time under the current contract.
- Employees will maintain 100% lab benefit at HMH network facilities.
- Tuition Reimbursement – Added protection for members on a Leave Of Absence (LOA). Reimbursement will be paid promptly regardless of a member's LOA status.
- Current RNs who meet or exceed the merit expectation of valued performer will not have a base rate that is lower than the scale for their years of experience.
- Incorporated the National Certification Policy by reference into the contract.
- Holiday time worked will continue to be counted towards overtime in a holiday week until the end of our contract.
- The expiration of the contract will be April 30, 2025.

## **HEALTH & SAFETY**

- Security will ensure that the entrances into SOMC from the Medical Arts Pavilion will be secured.
- Local leadership and management will meet within 60 days of contract ratification to discuss health and safety issues including but not limited to use of security wands, panic buttons for employees in high-risk areas, and increasing security throughout the hospital.

## **STAFFING**

- SOMC has agreed to fill the five (5) open positions in MS, & in Float Pool, & in Tele.
- 3 new Clinical Resource RNs will be added with all 3 being posted for this year with a new wage scale in exchange for the 3 Performance Improvement Quality Coordinator positions.
- Per Diems will now be able to be a Preceptor.
- SOMC has agreed to provide sufficient time for RNs to change into scrubs.
- SOMC has agreed to add the Baylor Program to the contract as another opportunity to assist staffing levels.
- SOMC has agreed to recognize staffing needs based on a number of factors encompassing patient needs, the Hospital will discuss targeted staffing concepts for nursing units with Union leadership. The factors considered will be patient data indicators (admissions/discharges, length of stay, visit volume); patient outcomes; and structure indicators (nursing hours per patient day/unit/visit volume, use of agency staffing, staff turnover, overtime/worked hours, staff qualifications of experience and skill mix).
- New language on Overflow Units to be safely staffed and notice to Union President of new overflow units.

## **FLOAT PROGRAM/FLOATING**

- RNs with 25+ years of service at SOMC will not be required to float.
- Any RN picking up overtime in areas outside their home unit may be deployed at the hospital's discretion within their competencies.