



Summary of PHSW Service & Maintenance Unit TENTATIVE AGREEMENT FOR NEW CONTRACT

THE HIGHLIGHTS

When we set out to negotiate a new agreement, tech bargaining surveys showed that wages, staffing, and PTO should be our top priorities. Because we stood strong together and made our unity visible to management, we won improvements in each of these areas!

Wages

- ✓ Wage increases ranging between 9.3% and 27% over four years!
- ✓ \$250/\$500 ratification bonus coming just in time for the holidays!

Staffing

- ✓ New subcommittee that will focus on our staffing issues.
- ✓ Increased per diem availability to help when we want to utilize our PTO.

PTO

- ✓ PTO accrual on ALL hours worked effective July 2020.
- ✓ Strengthened ability to take our PTO.

THE DETAILS

Ratification bonus

- \$250 lump sum payment for employees working .5 FTE or less.
- \$500 lump sum payment for employees working more than .5 FTE.

New wage scale and grades

- Home Health Aides and Imaging Associates will move from Grade 6 to 7.
- Grades 1 – 4 will receive 7% increases, effective December 1, 2019.
- Grade 6 will receive a \$.50 increase, effective December 1, 2019.

Schedule of bonus and raises

Bonus and raises go into effect the first full pay period following the dates listed.

Dec 1, 2019	Dec 7, 2019	March 1, 2020	Oct 1, 2020	Oct 1, 2021	Oct 1, 2022
New wage scales & grades	\$250/\$500 bonus	2%	1%	3%	3%

Step Placement

- Clarified wage scale placement and credit for prior experience.
- Defined process for disputing step placement.

PTO

- PTO accrual on ALL hours worked effective July 2020.
- PTO requests can be submitted up to three weeks prior to the posting of the schedule on which the PTO falls.
- Clarified process to request and retract time off.

Scheduling Protections

- Clarified process for picking up extra shifts before and after schedule posting.
- Clarified when short rest does not apply.
- Increased management's obligation to notify an employee to not report for work from 1 hour to 2 hours.
- Removed the requirement for employees to use their PTO if their work area is closed on holidays.
- Shortened time frame to change FTE & Per Diem status from 120 to 90 days.

Stronger Committees

- **Labor-Management:** Unified OFNHP committee for Techs and Service members to work together to resolve ongoing issues, with 6 seats on the committee for OFNHP members.
- **Staffing Subcommittee:** We won a new subcommittee of our LMC that develop ways to address and review staffing concerns. OFNHP will have 6 members on the committee from tech and service who will be paid to attend. The committee will meet monthly for the first year and revisit meeting schedule after that.

- **Health Benefits:** Unified OFNHP committee with representatives from Tech and Service Units.

Per Diem Availability

- Increased availability requirements for per diem employees.
 - Starts Jan 2020 for current per diem employees and immediately for newly hired per diems.
 - Must submit availability for six-week periods.
 - Variable shifts, but not within a 72-hour period without mutual agreement.
 - Must work one holiday in Spring/Summer and one in Fall/Winter.
 - If someone holds an FTE and a per diem assignment, they will not be subject to the above requirements.
 - If an employee holds multiple per diem positions, they will do the above for their primary assignment.

Low Census

- Low census order changed but kept “rotating basis.”

Overtime and Breaks

- Clarified daily overtime rules.
- Protected our rest breaks, which must be in 15-minute increments.

Job Security

- Employees who are laid off or leave the bargaining unit maintain their seniority for 12 months (up from 6).
- The position of an employee who gets injured on the job will be held for 12 months, after which they will have super seniority rights for two more years. Management had wanted to reduce job protections to 12 weeks.
- Management can extend introductory period (aka probation) by 60 days, but the manager must meet with an employee no later than 30 days in advance of extension to discuss needed improvement.
- Preserved job profile seniority by prioritized candidates within a job profile/classification for open positions/vacancies.
- Clarified process for FTE changes and shift changes.
- Protected retention within units/departments.
- Added language for returning to a previous position.

Corrective Action

- Shortened time frame management has to issue discipline. Management must inform the member within 14 days of the end of the investigation.
- Guaranteed parameters of investigations for suspected impairment/diversion.

Stronger Union Rights

- Improved union leave process for stewards.
- Improved grievance procedure.
- Clarified off-duty stewards' access to PeaceHealth facilities.
- NEO went from 15 min to 30 min.
- Guaranteed size and locations for our Union bulletin boards.
- Clarified language for voluntary contributions to the OFNHP Political Education & Action Committee.

Provider – MA relationship

- Maintains provider and M.A. working relationship for all M.A.s.

Term of the Agreement

- Our new contract will expire October 1, 2023.