



Summary of PeaceHealth Southwest Techs 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

- ✓ Four raises adding up to a 9% increase in our base hourly wage.
- ✓ \$250/\$500 ratification bonus coming at the end of December.

Staffing

- ✓ New subcommittee that will focus on our staffing issues.
- ✓ Increased per diem availability to help fill our schedule when coworkers are out.

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.

Schedule of bonus and raises

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

Dec 6, 2019	March 1, 2020	July 1, 2020	July 1, 2021	July 1, 2022
\$250/\$500	2%	1%	3%	3%

IV/Chemo Room Differential

- New Pharmacy Tech IV/Chemo room differential of \$1.50/hour starting 7/1/2020, moving to \$2.00/hour on 7/1/2021.

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.
- Strengthened our contract language around vacation slots to improve our ability to take PTO.

Scheduling Protections

- Work schedules must be posted 14 days in advance and no changes to posted schedule without member consent.
- Clear process for signing up for additional shifts before and after schedule gets posted.
- 2 hours of report pay owed to employees called off less than 2 hours prior to shift (up from 1 hr).
- Removed the requirement for employees to use their PTO if their work area is closed on holidays.
- FT status at 36 hours or above / PT status defined as less than 36 hours a week (does not apply to H&W benefits).

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 will focus on staffing issues.
- **Health Benefits:** Unified OFNHP committee with representatives from Tech and Service Units.
- **Health & Safety:** PeaceHealth must notify OFNHP of vacancies on committee.

Per Diem Availability

- Increased per diem availability, two shifts per pay period, one of which must be a weekend shift, and also one holiday per year.

- Per diem availability shall be available three weeks prior to the posting of the schedule.

Low Census

- New language in our contract specifying the LC order and process.

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.

Corrective Action

- Clarified the timeline for administering discipline. Management must inform the member within 14 days of the end of the investigation.
- Unpaid administrative leave pending investigation for members suspected of impairment and/or diversion.

Training, Education, Certifications

- Our Labor Management Committee (LMC) will be monitoring key certification pay on an ongoing basis.
- Required training will not be deducted from your training hours/pay.
- PeaceHealth will reimburse for professional associations if they provide CE.
- Per diem employees must maintain skills of the position as determined by the employer.

Step Placement

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

Stronger Union Rights

- Improved how members are able to access union leave.
- Improved grievance procedure.
- Stewards no longer have to clock out to represent members in investigatory meetings
- Improved access to public areas for union representatives.
- NEO went from 15 min to 30 min.
- Defined size and locations for our Union bulletin boards.
- Improved process for onboarding transfer employees into our union.

Term of the Agreement

- Our new contract will expire June 30, 2023.