

OPEIU LOCAL 8/PROVIDENCE REGIONAL MEDICAL CENTER EVERETT  
CONTRACT NEGOTIATIONS

TENTATIVE AGREEMENT

SUMMARY

3/15/16

1. Preamble – Updates the duration of the new Contract once ratified to start November 1, 2015.
2. Section 2.3 Bargaining Unit Roster – Requires PRMCE to provide email addresses of members.
3. Section 3.1(b) – A Shop Steward will be allowed 30 minutes, instead of 15 minutes, to meet new hires during new employee orientations.
4. Section 3.3 Bulletin Boards – PRMCE will provide a Union bulletin board at the Pavilion and Broadway facilities.
5. Section 5.3 On-call/Per Diem Employee – Clarifies that temporary “Per Diem” employees are the same as “On-call” employees.
6. Section 6.14 Labor/Management Committee – The L/M Committee will start meeting at least 10 times a year instead of 8.
7. Letter of Understanding – Labor/Management Committee – The topic of staffing will be discussed at every L/M Committee meeting. A new protocol ensures that staffing issues and concerns will be presented and responded to by upper/senior leadership.
8. Section 7.6(a) Nursing Departments – Updates the grouping of nursing departments for possible bumping and recall if layoffs are necessary.
9. Section 7.9(d) – Clarifies that employees who have lost hours must submit a written request each month if they want to work additional hours.
10. Section 8.2 Grievance Procedure – Mandates that 1<sup>st</sup> Step grievance meetings are to be scheduled within 20 days of filing a grievance and that “basic information” pertaining to the grievance is provided by PRMCE at least 5 days before the meeting.
11. Section 9.4(a) – Clarifies that employees who agree to work a 7<sup>th</sup> consecutive day are eligible for the overtime pay of 1 ½ one’s regular rate of pay and are not considered ineligible for “volunteering” to work.
12. Section 9.8 Additional Hours – Clarifies that any employee assigned and/or working less than a 1 FTE may request additional hours in writing. Employees in departments with un-filled hours on the posted scheduled may have at least 7 days to sign-up for additional hours to be awarded by seniority.
13. Section 10.1 Wage Schedule – See Appendix “A” below.

14. Section 13.2(a) Medical Premium – For the 2017 Plan year and going forward, employees on the core medical and dental plans working a .75 to 1.0 FTE, PRMCE will pay 70% (instead of 50%) of the dependent premium cost and 30% of (instead of 25%) of the dental premium. Premium cost shares will remain the same for .5 FTE to .74 FTE employees at 50% for dependents and 25% for dental.
15. Article 23 – Duration of Agreement – A 3-year contract that expires November 1, 2018.
16. Appendix “A” – Salary and Compensation –

Effective the first full payroll period following Contract ratification:

- 3% across-the-board increase to all employees.
- \$600.00 bonus (pro-rated based on the employee’s assigned FTE), less withholdings.
- The job classification of Lab Assistant II shall be created at \$0.50 per hour above the Lab Assistant pay rates.

Effective the first full payroll period following October 31, 2016:

- 3% across-the-board increase to all employees.
- Market Adjustments:
  - Patient Support Technician 5.0%
  - Clinical Data Analyst Surgical Svc 4.0%
  - Clinical Data Trauma Analyst 4.0%
  - Cancer Registrar Sr. 8.0%
  - Facilities Technician 3.0%
  - Engineer 4.5%
  - Engineer II 4.5%
  - Carpenter 4.0%
  - Painter 4.0%
  - Emergency Room Tech 7.0%
  - Health Unit Coordinator 7.0%
  - Health Unit Coordinator/CAN 7.0%
  - Nurse Assistant Certified 7.0%
  - Client Services Assistant 3.0%
  - Lab Technical Assistant 3.0%
  - Coder Abstractor I, II 3.0%

After April 1, 2017, Market Adjustment 8 classification.

• <u>Environmental Services Tech</u>	1.5%
• <u>Floor Technician</u>	1.5%
• <u>Switchboard Operator</u>	3.0%
• <u>Engineer</u>	4.5%
• <u>Engineer II</u>	4.5%
• <u>Carpenter</u>	2.0%
• <u>Painter</u>	2.0%
• <u>Admitting Representative</u>	2.0%

Effective the first full pay period following October 31, 2017, 3% across-the-board increase.

## 17. MISCELLANEOUS

- 1) Attendance Policy – No “occurrence” against an employee’s attendance record if sent home and/or remains at home due to a contaminating exposure at work.
- 2) Article 16 – Education, Training, Certification and Licenses – “Management of Aggressive Behavior” (MOAB) and “Prevention Management of Aggressive Behavior” (PMAD) trainings will be offered to employees.
- 3) Section 6.13 Policies and Procedures – PRMCE will bargain with the Union any proposed changes to the Solicitation & Distribution Policy and the Fitness for Duty Policy within 60 days of contract ratification.
- 4) Placement on the wage scale of “Equipment Technician/Cleaning Tech” – Pay Grade 14A
- 5) Placement on the wage scale of “PASC Admission Tech” – Pay Grade 20
- 6) PRMCE will use the grievance procedure to resolve the wage placement of the newly created job classification of Staffing Specialist/Timekeeper/Staffing Coordinator.
- 7) PRMCE will resume providing for annual TB testing and will continue to offer TB skin testing to employees who request it, free of charge, until further notice.
- 8) Resolution of the step anniversary issue – An employee’s anniversary date used to advance a step on the wage scale will be “locked-in” to stop the date moving each year or every 1872 compensated hours, whichever is later, due to pay periods being different every year.