

November 19, 2019

## Tentative Agreement Reached Bargaining Team Recommends YES

Our union bargaining team was back at the negotiating table on November 15 and exchanged proposals with PRMCE over a period of **28 hours!** The team worked throughout the day and night and into the next day to get the best possible deal and is **recommending a YES vote.**

### The highlights of this Tentative Agreement include:

- 3% across-the-board increase upon ratification
- 2.75% across-the-board increase in each Nov. 2020 and Nov. 2021
- Lead pay increase to \$1.75/hr
- Training pay increase to \$1.25/hr
- Fill in several “ghost” steps on the wage scale
- \$1000 bonus after ratification prorated based on FTE
- Paid Parking delayed until 6/1/2021 to line up with other bargaining units at PRMCE
- New contract language for paid leave and expenses for voluntary and/or requested Professional Development and Continuing Education
- Improvements to job posting language to include expected work days and times
- Improved market competitiveness language to ensure classifications are reviewed each July of this contract
- Language guaranteeing if the other unions settle a contract with a measurably greater PTO/EIB transition benefit and/or parking requirements for other PRMCE employees, those will be applied to OPEIU members as well
- Employees hired prior to 1998 maintain their current (higher) PTO accruals.
- Employees with 20 years of service or more as of 12/31/19 will keep the EIB already accrued, can use it for the duration of their continuous employment and will receive 25% of their remaining EIB at retirement
- All other employees receive increases to PTO accrual and will receive two (2) additional eight (8) hour PTO days (prorated by FTE) in 2020 and 2021, frontloaded in the second pay periods of the year
- Employees with less than 20 years of service as of 12/31/19 have until December 31, 2021 to spend down their EIB. If they have a minimum of 200 hours in their EIB bank as of 12/31/21, they will be eligible for a 25% cash out

### Market Adjustments:

At ratification, the following classifications will see a market adjustment increase:

- CNA: 5%
- CNA/HUC & HUC: 2%
- ED Tech: 3.5%
- ECG Tech: 5%
- Equipment Tech: 2.5%
- Lab Assistant II, Lab Tech & Assistant Client Services: 2.5%

Increase Scheduler grade (23c) to Scheduler/Data Analyst grade (27)

Effective the first full pay period following 4/1/20 the following will get a market adjustment increase:

- Distribution Tech I, II & III: 2%
- Engineer and Engineer II: 2%
- Receiving Tech: 2%
- Records Coordinator: 3%
- Records Specialist: 4%

Effective 11/1/20 Carpenter and Painter will receive a 2% market adjustment

The base of the wage scale for all positions below \$15.45 will receive an increase to bring it up to \$15.45 by 2021 and that same percentage increase will be applied to everyone in that job classification and the wage scale.

**Vote on this Tentative Agreement on Monday, November 25**

We are still working with management to secure voting locations at each work site. We will get the details out as soon as we have them.

## OPEIU Local 8 Bargaining Team Members:

Tara McIntosh, Medical Records  
Sherry Parmentier, HUC  
Marlene Weitkamp, Lab Technical Assistant  
Tom Olson, Revenue Reimbursement Specialist  
Liz Maass, Distribution Tech  
Mike Weaver, Maintenance  
Tim Gibbons, Emergency Room Tech  
Dana Benham, Environmental Services  
Sage Haugh, HUC/CNA  
Union Staff: Suzanne Mode, Nallely Flores, Shelby Mooney, Phoebe Feldsher and Ida Kovacic



*Bargaining Team members, from left to right: Mike, Facilities; Tom, Revenue Specialist; Liz, Distribution; Nallely, Local 8 Organizer; Dana, EVS; Marlene, Lab; Tara, Medical Records; Sherry, HUC/Medical ICU; Sage, CNA/HUC - A3.*

**Questions? Ask a Bargaining Team Member or Union Representatives at 206-441-8880: Ida Kovacic, [Ida@opeiu8.org](mailto:Ida@opeiu8.org) or ext. 117, Shelby Mooney, [Shelby@opeiu8.org](mailto:Shelby@opeiu8.org) or ext. 107, or Organizer Nallely Flores, [Nallely@opeiu8.org](mailto:Nallely@opeiu8.org) or ext. 109.**



Find a link to our private Providence Facebook Group and all other information at [www.opeiu8.org](http://www.opeiu8.org) by clicking on Providence Everett Contract Campaign 2019.

employer/PEM/2019/PEM Update 11.19.19  
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