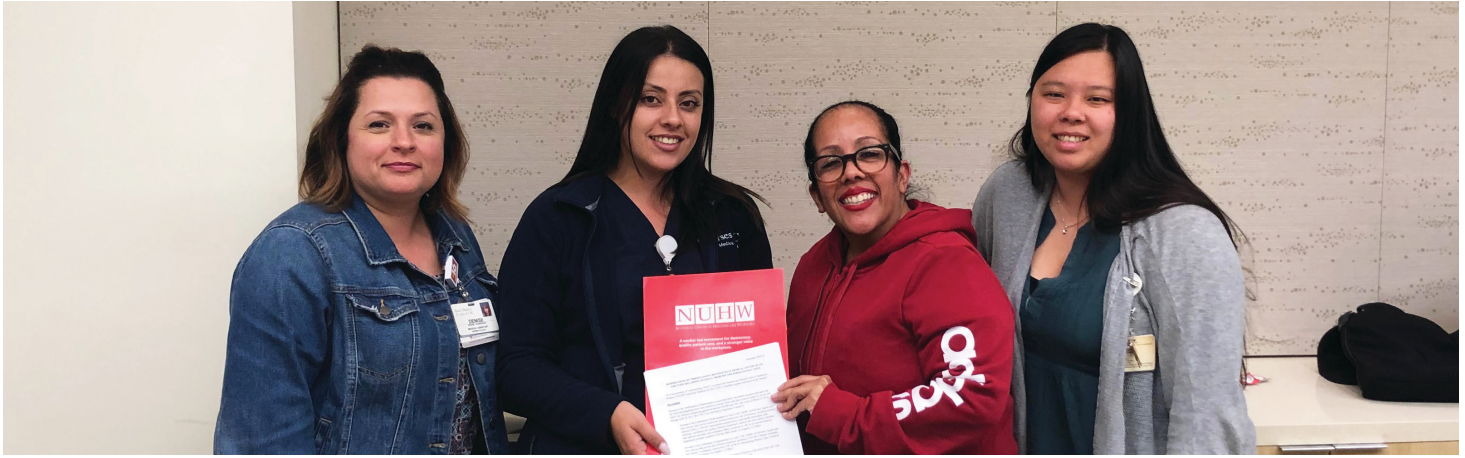


CONTRACT IS RATIFIED!



Internal Medicine and Dermatology vote to join Ambulatory union contract

We have voted overwhelmingly to join our brothers and sisters in the Ambulatory Union Contract!! 97% approved the terms of our agreement. The contract is now in effect!

Our new wage rates (up to 9% increase, minimum 3%) will go into effect by the end of the third pay period after 10/24/19. The average increase will be 4.5%

We'll receive ratification bonuses of \$606 by the end of the third pay period following our ratification of the agreement.

In May of 2020, everyone will move up to their correct wage scale step based on years of service or a minimum of 3%, whichever is greater. Average increases will be over 5%.

In addition to our economic gains, we also have won many more rights and protections by joining the ambulatory contract:

- Seniority based on years of continuous service
- Grievance procedure based on "JUST CAUSE"

- Progressive discipline
- Preference for internal candidates for job openings based on seniority
- Rules around flexing and floating
- Management has to make every effort to avoid mandatory overtime, if not they have to follow an established guideline
- Reclassification language for per diems and part timers working regular hours
- Improved tuition for FT \$3500 prorated for PT, education benefits

Our contract expires on April 30, 2021 – the same time as our co-workers in the clinics and Keck and Norris Hospitals, which makes our presence that much stronger. This victory was achieved through many months of unity and hard work.

Our next step is to elect our co-workers to serve as stewards so that we can enforce our contract and ensure that our voice is heard by management.