



SUMMARY OF TENTATIVE AGREEMENTS BETWEEN NUHW AND FVRMC

We did it! After more than 7 months of bargaining, countless demonstrations and actions by members, and the dedication of the Bargaining Team and Shop Stewards, at 2AM on Saturday August 14th, we reached agreement on a new contract, *pending membership ratification!* Here's the *summary*.

We won wage scales! New wage scales based on years of experience *for everyone*. As you know, FVRMC had an unfair wage system where some people were paid higher rates based on previous experience, and those who had worked at the hospital for years were paid less. Our new contract fixed this. *This was the key priority in negotiations.*

Now all full time and part time members will be placed onto the appropriate step of the wage scale based on years of experience. *In the first year, the wage increases average 15%.*

2021: August

Effective the first full pay period following ratification you will be placed onto the appropriate rate on the wage scale or receive 2.5% whichever is greater. Placement on the wage scale will be based on your years of experience as of August 1, 2021.

2022: January

Anyone below \$19.50 per hour will be raised to \$19.50 per hour.

2022: August

You will be placed onto the appropriate step on the wage scale or receive 2.5% whichever is greater. Placement on the wage scale will be based on your years of experience as of August 1, 2022.

2023: August

You will be placed onto the appropriate step on the wage scale or receive 2.5% whichever is greater. Placement on the wage scale will be based on your years of experience as of August 1, 2023.

Per Diems: Effective the first full pay period following ratification, you will be placed onto Step 3 or receive 2% increase, whichever is greater. Each year after, you will be placed at Step 3 or 2% whichever is greater.

Retroactivity: For two previous pay periods immediately prior to ratification, retroactivity will be provided.

For more on wages see Article 13, page 39

DETERMINING YEARS OF EXPERIENCE (YOE): The following criteria will be utilized:

1. Verifiable licensure or certification date, if a license or certification is required for the position.
2. Verifiable employment elsewhere in the same or similar position.
3. Utilization of skills and responsibilities in former position that are also utilized in current position.

We spent 8 months collecting data from members on years of experience. We have worked with FVRMC on verification. If there is any disagreement on this issue within 45 days after ratification, staff will have an opportunity to appeal their YOE if they do not believe it matches.

For more on this see Article 13, page 39.

NEW - Per Diem Conversion: If you work full time for 30 or more hours/week for 90 days you may convert to full time status and you will get that position versus it being posted for another applicant. If you work 24 or more hours/week for 90 days you may convert to part time, under the same conditions.

For more on this see Article 3, page 6

NEW - Moving from Full Time to Per Diem Status: You will be placed on Step 6 of the wage scale or receive a 5% increase, whichever is greater.

NEW - 12 Hour Staff OT/DT Pay Practice: If you work 12 hour shifts, on your 4th day worked in a work week, you will now be paid one and a half times your rate of pay starting with the first hour on your 4th day (37th hour) and the last four hours of your 12 hour shift you will receive double your rate of pay. In 2019 Tenet took this away from all nursing assistants, unit secretaries, monitor techs and others, now we won it back!!

For more on this see Article 11, page 30.

NEW - NICU/PICU RTs: Designated wage scale for NICU/PICU RTs with a 5% bump for specialty.

NEW - Differentials:

Evening Differential: Was increased from the current range of \$1 - \$1.50 depending on your job classification, to a **new rate of \$2.50 for all staff.**

Night shift Differential: Was increased from the current range of \$1.50 - \$3 depending on your job classification, to a **new rate of \$4.10 for all staff.**

For More on this see Article 13, page 39.

NEW - On Call/Standby Pay: Standby pay was increased from the current \$6 to a new rate of \$7 for all staff with the exception of Special Procedure Techs where the increase was from \$6 to a new rate of \$9.

For more on this see *Article 13, page 39*

NEW - Language on standby/call: If enough volunteers choose to do on- call, no additional staff shall be required to be scheduled if they do not wish, solely for the purpose of achieving equitability.

For more on this see *Article 11, page 30.*

NEW - Training Pay: You will receive a 5% differential if you are asked to train new staff/students.

For more on this see *Article 13, page 39*

NEW - Healthcare: We won the EPO Plan! Winning affordable healthcare was a top priority. The EPO plan was not offered to our members and it was a top priority to win this plan because it is a lower cost option that many members wanted. In our contract, the percent of the premium that NUHW members pay will not increase during the term of the contract. If you currently have one of the other health plans, and you decide to switch to the EPO plan your premiums will be reduced by literally thousands of dollars per year depending on how many dependents are covered by your plan.

For all other plans: For all other health plans, no increase in percent of premium paid for the coming year, and no greater than a 1% increase in premium allowed for 2023 and 2024. No increases in co-pays or deductibles.

For more on this see *Article 15, page 53*

NEW - Extended Illness Bank: If you have utilized your California or Federal authorized paid sick leave for COVID/quarantine: you may immediately utilize your EIB and there shall be no waiting period. At the beginning of the pandemic, this was something we kept fighting for and now, we won, finally.

For more on this see *Article 15, page 53.*

NEW - Extended Illness Bank: EIB hours may be used to make up *missed hours* due to your illness or disability if your condition is such that you are released to work on a reduced work (modified duty) schedule. In addition, the current 7 day waiting period will be waived if you are admitted to the hospital or undergo outpatient surgical procedure.

For more on this see *Article 15, page 53.*

RECOGNITION BONUS: Not previously in the contract and the RNs lost this in their last negotiations:

- 10 years: \$500
- 15 years: \$800
- 20 years: \$1200
- 25 years: \$1500 (and each five year milestone thereafter)

For more on this see Article 13, page 39.

NEW: PROMOTIONS/TRANSFERS: If you transfer from one job classification into another job classification within your DEPARTMENT DEFINITION GROUPING you will retain your years of experience credit based on meeting the required qualifications in the new job description or if you use similar skills and have major responsibilities as in the former position. You will be placed onto the appropriate step of the wage scale for the new job.

If you promote or transfer to a job classification *outside* your Department Definitions, you will retain 50% years of experience credit for placement on the wage scale. In all cases you will be placed on the wage scale based on this criteria or receive a 5% wage increase, whichever is greater.

For more on this see Article 13, page 39.

NEW - Protecting Full time Scheduling: Full time staff will be scheduled first; then part time and then per diem. Over the years, many directors and managers have given preferential scheduling to per diems and short shifted full time staff: having a clear process that prioritizes full time staffing schedules was a key issue.

For more on this see Article 11, page 30.

NEW - Additional Hours: New process for achieving equitability in providing additional hours within each department/unit.

For more on this see Article 11, page 30.

UNION STEWARDS: NUHW Shop Stewards and Bargaining Team were the key organizational structure that developed and implemented our contract campaign. Maintaining that structure takes a lot of work. In our contract FVRMC will pay up to 32 hours a month to be distributed for up to 8 shop stewards to attend monthly meetings.

For more on this see Article 2, page 1.



BULLETIN BOARDS: Union bulletin boards will be designated in each unit/department to keep members informed.

For more on this see Article 2, page 1.

CONFERENCE ROOM SPACE: FVRMC will provide Union access to meetings in conference rooms for members and stewards.

For more on this see Article 2, page 1.

GREATER PROTECTION IN EVENT OF LAYOFF: Expanded members rights in event of layoff.

For more on this see Article 4, page 9.

PATIENT CARE: Five NUHW members will form a patient care committee and meet monthly with management to discuss patient care issues, including quality, work design, systems and methods of delivering care; committee members will be paid for these meetings by FVRMC.

For more on this see Article 8, page 20.

NEW - PANDEMIC SAFETY: We negotiated a NEW article in the contract specifically dedicated to pandemic issues. As you know, we fought and demonstrated against Tenet, and lobbied the state government for greater protections for our members. Now we have in our contract, protections!!

A multitude of new safety measures related to the pandemic are now in place, including: hospital must notify staff directly caring for patients with contagious exposure of such exposure and this notification shall include ancillary staff who enter the room to provide other services that may not be direct patient care; signs on patients rooms in English, Spanish and Vietnamese; tracking process for employees that come in contact with isolated patients in event that positive test require notification, maintenance of stockpile of PPE for a minimum of 3 months; all patients in accordance with local, state and federal guidelines will be tested; all patients shall be considered PUI; all staff who interact with these patients have the same PPE and safety precautions as employees who treat known COVID patients.

For more on this see Article 17, page 60 and Article COVID, page 65.

NEW - PAY DUE TO COVID/QUARANTINE: Even if there is no applicable federal or state regulation, the hospital will pay for missed shifts during a quarantine period for up to 14 days.

For more on this see Article COVID, page 65.



NEW - STAFF SAFETY: New communication system for members who work in 11170 Building to announce CODES to ensure safety of staff especially in event of CODE SILVER.

The hospital will provide an escort for employees between the East Tower and Main Hospital after dark if requested.

The hospital will provide a designated transport system for use by employees in transferring supplies/materials between East Tower and Main Hospital.

For more on this see Article 17, page 60.

NEXT STEPS: Members need to vote on the contract!

Membership meetings and voting will be in person:

Thursday August 19: from 10am to 7:30pm: 11100 Building (next to ER), suite 320

Friday, August 20: from 7:00am to 1:00pm: 11100 Building (next to ER), suite 320

By Zoom: Monday, August 23 @ 5pm and 7:30pm: link and details to follow

The NUHW Bargaining Team unanimously recommends that the membership vote YES to ratify this new agreement.