

SUMMARY OF THE TENTATIVE AGREEMENT

COMPENSATION

Compensation: We secured 13% in wage increases over the life of the contract, an increase to the uniform allowance for pregnant employees, an increase to the relief lead pay, and an additional step increase to the wage scale. Here is the breakdown of the wage increases:

- Upon ratification in December 2020 - 3%
- 1 year from ratification in December 2021 - 1.75%
- 1.5 years from ratification in June 2022 - 1.75%
- 2 years from ratification in December 2022 - 1.5%
- 2.5 years from ratification in June 2023 - 1.75%
- 3 years from ratification in December 2023 - 3.25%

MEMBERSHIP MEETINGS

Thursday, December 10
12:00 P.M.

Friday, December 11
5:00 P.M.

Saturday, December 12
10:00 A.M.

HEALTHCARE

Providence attempted to remove the PPO Healthcare plan for everyone here in Northern California, but with our collective efforts, we were able to stop management from doing so. Providence then proposed an annual increase of 50% for the PPO, which we were ultimately able to bring down to 20% starting in 2022. The EPO/HRA/HSA healthcare plans will remain the same through 2021 and may increase by a blended average of 10% per year starting in 2022.

LIKELY COSTS OF THE PPO PLAN

Coverage	Current full-time (per pay period)	January 2021 (per pay period)	January 2022 (per pay period)	January 2023 (per pay period)	January 2024 (per pay period)
Employee only	\$22.69	\$22.69	\$27.23	\$32.67	\$39.21
Employee and Adult	\$49.92	\$49.92	\$59.90	\$71.88	\$86.26
Employee and children	\$43.11	\$43.11	\$51.73	\$62.08	\$74.49
Entire Family	\$72.61	\$72.61	\$87.13	\$104.56	\$125.47

PTO

We successfully fought off Providence’s attempt to slash our PTO accrual rates mid-way through our contract. We pushed back this change until the last year of our contract and won PTO credits so that our most senior coworkers do not experience a loss throughout the life of this contract. In January 2024, the hospital will provide a one-time deposit of 20 PTO hours to employees with 10-15 years of service, and a one-time deposit of 40 PTO hours to all employees who have been accruing PTO at the “grandfathered” rate.

CONTINUED ON BACK

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Current PTO rates to December 2023:

Years of Service	Annual PTO
0-4 years	184 hours per year
5-9 years	184 hours per year
10-14 years	240 hours per year
15+ years	240 hours per year
All eligible employees with 15+ years of service as of August 27, 2016	280 hours per year

PTO rates starting January 2024:

Years of Service	Annual PTO
Less than 3 years	200 hours per year
3 to less than 5 years	224 hours per year
5 to less than 10 years	240 hours per year
10 to less than 15 years	264 hours per year + one-time deposit of 20 PTO hours
15+ years	280 hours per year + one-time deposit of 40 PTO hours

RETIREMENT

In January of 2022, the hospital's matching for our retirement plan will increase. See below.

Years of Service	Employer Match*	Non-matching 401(a) / 401(k) contribution	Total Employer Contribution
0-4	50% of the first 3% of pay saved	3% of pay	4.5% of pay
5-9	50% of the first 4.5% of pay saved		5.25% of pay
10-14	50% of the first 6% of pay saved	5% of pay	8% of pay
15+		6% of pay	9% of pay

OTHER VICTORIES

Management proposed being able to float caregivers more than one time per eight (8) hour shift, but we were able to fight off their effort to further under-staff us. Our contract will maintain our current Floating and ROH limit protections. Additionally, we strengthened our contract's language around subcontracting, our labor management committee, and the 121 Sotoyome appendix.

NEXT STEPS - LEARN MORE AND VOTE!

To find out more about our tentative agreement, attend a membership meeting (via Zoom) :

Thursday, December 10 @ noon | Friday, December 11 @ 5pm | Saturday December 12 @ 10am.

RSVP at NUHW.org/SRMH-RSVP to receive the information to join a membership meeting. Contact your bargaining team member, union steward or NUHW organizer with any questions.

**Voting to ratify our new contract begins on Sunday, December 13!
Keep an eye out to receive the link to vote online.**