

APRIL 22, 2020

# WE HAVE TENTATIVE AGREEMENT!

## *Bargaining team recommends a YES vote*

When we began bargaining over a year ago, we were met with a cruel agenda from Providence management:

- Strip us of our PPO healthcare plan
- Implement a Providence system-wide PTO accrual system that would result in a loss of PTO hours for more senior employees
- Provide us with minimal increases

While this fight for a fair contract has been difficult, we did not give up. We collectively fought these Providence takeaways as much as we could while in the middle of a pandemic and on the brink of a recession.

We won the PPO healthcare plan back, and we were able to significantly delay the implementation of the new PTO system to 2024. We achieved substantial first year increases for those who are the lowest paid workers in our hospital and 11.75% in increases over the life of the contract for everybody. The hospital agreed to increase their match contribution levels for our retirement, and we also secured a safe staffing committee that will include one representative from each department to meet quarterly on paid time to ensure that our hospital is providing quality patient care.

We know that this is not the perfect contract, and even though there was so much more we wanted to win, we are proud of what we were able to accomplish.

Please see the back of this leaflet for a summary of the tentative agreement. If you have questions, ask a steward, bargaining team member, or NUHW Organizer Julia Minton at [jminton@nuhw.org](mailto:jminton@nuhw.org) or (707) 932-5554.

**We, the bargaining team, unanimously recommend this tentative agreement for ratification, and urge all of you to vote “Yes” for this contract.**

### CONTRACT RATIFICATION VOTE INFORMATION

**Voting online will begin on Sunday, April 26, at 2 P.M.**

Due to COVID-19, we will conduct our ratification vote online. You will get an email with a link to the online ballot, and will need to enter your employee ID number in order to vote.

If you have not filled out a membership form, we will provide you one to fill out so that you are able to vote.

There will be town hall meetings via Zoom to discuss the Tentative Agreement and answer any questions:

**Friday, April 24, at 6 P.M.**

**Saturday, April 25, at 10 A.M.**

Email [jminton@nuhw.org](mailto:jminton@nuhw.org) for the Zoom link.

**It is critically important that we all vote - it will only take a moment!**

**NUHW NATIONAL UNION OF HEALTHCARE WORKERS**

# SUMMARY OF THE TENTATIVE AGREEMENT

**DURATION** - 4 years from ratification date

## COMPENSATION

- 5.65% Total Cost Comp. Increase in Year 1
  - 2.75% across the board increase
  - Grade changes for 32 classifications
  - Increases to the base rates for the four lowest grades on the wage scale
- Year 2 – 3% across the board increase
- Year 3 – 3% across the board increase
- Year 4 – 3% across the board increase
- Maintained the current number of classifications who receive Extra Shift Pay
- Increased shift differentials by \$0.50 each
- Added additional classifications to be considered for Clinical Ladders

## HEALTH AND WELFARE

- Secured PPO Healthcare Plan through the life of the contract
- Introduction of two new healthcare plans:
  - HRA Medical Plan
    - PPO medical plan with tier III out-of-network coverage
    - Low premiums
    - Copays for certain services, higher reimbursement for tier 1 providers Health reimbursement account to help pay for out-of-pocket health expenses
    - 100% coverage for in-network preventive care
  - HSA Medical Plan
    - PPO medical plan with tier III out-of-network coverage
    - Lowest premiums, highest deductible
    - Coinsurance after deductibles, higher reimbursement for tier 1 providers
    - Health savings account to help pay for out-of-pocket health expenses
    - 100% coverage for in-network preventive care
- Medical Assistance Program
  - Eligible caregivers receive free or reduced-cost healthcare insurance
  - Eligibility is based on household income and size.
  - Modeled after guidelines for the Affordable Care Act
  - 100% coverage for HRA medical plan premium

Family Size	Annual Household income less than	Annual Household income less than
1	\$31,225	\$49,960
2	\$42,275	\$67,640
3	\$53,325	\$85,320
<b>4</b>	<b>\$64,375*</b>	<b>\$103,000**</b>
5	\$75,425	\$120,680
6	\$86,475	\$138,360
7	\$97,525	\$156,040
8	\$108,575	\$173,520

\*100% coverage for HRA medical plan premium with an additional \$450 HRA seed

\*\* EPO, HRA, and HSA medical plan cost **reduced by 50%**

## COST OF HEALTHCARE PLANS

- 2020:

	EPO	PPO	HRA	HSA
Caregiver only	\$0.00	\$13.98	\$12.42	\$0.00
Caregiver + Child(ren)	\$40.56	\$83.24	\$24.37	\$11.82
Caregiver + Adult	\$57.70	\$112.50	\$33.05	\$19.75
Caregiver + Family	\$104.28	\$193.03	\$45.51	\$41.57

- 2021, 2022, 2023:
  - Premiums for the HRA, HSA, and EPO shall not collectively increase by more than 10%.
  - Premiums for the PPO medical plan shall not increase by 25% annually during the term of the contract

## RETIREMENT

- Increased employer match contribution levels based on years of service
- Automatic vesting on the employer match - existing & future dollars
- 6% automatic enrollment with annual 1% increase to 10%

Years of Service	Employer Match for 401(k)	Non-Matching 401(a)	Total Possible Employer Contributions
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	3% of pay	5.25% of pay
10-14	50% of the first 6% pay saved	5% of pay	8% of pay
15+	50% of the first 6% pay saved	6% of pay	9% of pay

## CREATION OF NEW JOB CLASSIFICATIONS

- MRI Technologist Lead
- CT Technologist Lead
- Ultrasound Technologist Lead
- Radiologic Technologist Lead
- Lead Administrative Secretary

## SAFE STAFFING

- Secured a safe staffing committee that includes one representative from each department and meets quarterly on paid time

**If you have questions about the tentative agreement, please contact your department's bargaining team representative.**