

Summary of Tentative Agreement

1. Wages

- 6%: Effective the first full period after May 1, 2023 all employees, classifications, and tenure steps of the wage scale will receive a 6% increase. **The increase is retroactive.**
- 4%: Effective the first full period after May 1, 2024 all employees, classifications, and tenure steps of the wage scale will receive a 4% increase.
- 4%: Effective the first full period after May 1, 2025 all employees, classifications, and tenure steps of the wage scale will receive a 4% increase.
- 5%: Effective the first full period after May 1, 2026 all employees, classifications, and tenure steps of the wage scale will receive a 5% increase.
- Checks of Retroactivity: The Employer will attempt to issue checks for retroactivity by the end of December 2023. Retroactivity will be in a separate check.

2. Term of Contract

The Four-Year Agreement will expire on April 30, 2027.

3. Shift Differentials

Effective upon the date of ratification the shift differentials will be increased as follows:

PM Shift Differential		
Classification	Current Differential	New Differential
PA/NP/RN	\$3.00	\$4.00
LVN	\$2.04	\$3.04
Other employees	\$1.38	\$2.38

Night Shift Differential		
Classification	Current Differential	New Differential
PA/NP/RN	\$3.57	\$4.57
LVN	\$2.32	\$3.32
Other employees	\$1.67	\$2.67

4. Weekend Differential

- \$3.00: Effective upon the date of ratification the weekend shift differential will be increased from \$1.20 to \$3.00
- \$3.25: Effective the second year of the Agreement the weekend differential will be increased to \$3.25
- \$3.50: Effective the third year and for the duration of the Agreement the weekend differential will be increased to \$3.50

5. Medical Assistant/Lab Technician

All MAs who currently have an active phlebotomy certification will receive a one-time bonus of \$300 and will be required to maintain the certification. Incumbents who are not certified will not be required to become certified but any new hires in the position will be required to be certified.

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6. Weekend Differential

An employee who is promoted to a higher paid job in the bargaining unit, in recognition of their past service, shall be placed on the wage scale of the new position based on the following: For every two (2) full years of completed, continuous service in the “old” position at the time of the promotion, the employee will be given credit for one (1) year of service in the new classification up to a maximum of five (5) years of service.

7. Staffing Committee

The following will be the actual provision in the Contract:

The Employer, valuing the input of its employees in resolving issues regarding staffing, agrees to meet with the union representative and no more than three (3) employees selected by the Union on a quarterly basis, upon request by either party, to address staffing concerns with the objective of attempting to correct any issues that currently exist or may arise during the term of this Agreement relative to the matrix, the process for scheduling shifts, the process for the manner in which employees seek additional shifts, etc. The Employer shall not pay any employees for their attendance. Any of the union representatives or employees listed above or employer representative may attend virtually, if so desired. No one else may attend in person or virtually, absent mutual agreement in writing.

8. Onboarding of RNs/LVNs

The following will be the actual provision in the Contract:

RNs. Depending on the experience of newly hired full time or part time RNs, RNs will receive between seven (7) and ten (10) days of consecutive/comprehensive training (consecutive based on that employee's scheduled work days) signed off by the assigned orientation nurse (utilizing a formalized checklist, which will be in place no later than three months after this Agreement goes into effect) and requiring RN supervisor sign-off after demonstrating basic competency in ATIMS, CorEMR, entering medication orders, HU tasks, medication administration, and responding to emergencies.

LVNs. Depending on the experience of newly hired full time or part time LVNs, LVNs will receive between seven (7) and ten (10) calendar days of consecutive/comprehensive training (consecutive based on that employee's scheduled work days) signed off by the assigned orientation nurse (utilizing a formalized checklist, which will be in place no later than three months after this Agreement goes into effect) and requiring RN supervisor sign-off after demonstrating basic competency in ATIMS, Cor EMR, entering medication orders, medication administration and assisting with responding to emergencies.

9. Leadership Conference-Union Education Program of Section 10.10

Section was clarified requiring 45 days' notice of desire to attend the program.

10. Scheduling of Overtime and Additional Hours

Clarification: Changes in the language of Article 12 that provides clarity in the use of seniority in the granting of additional hours and overtime.

11. Employer Communications

Clarification: What constitutes appropriate employer communications or notices to employees.

12. Step 3 of Grievance Procedure

Providing for the use of the Federal Mediation and Conciliation Service for the selection of arbitrators for the resolution of grievances.

13 Regular Employee Moving to Per Diem

Employees wishing to move to per diem status should give notice of three full pay periods, barring any emergency where less notice will be considered. the resolution of grievances.