

NUHW at Salinas Valley Memorial Hospital

SUMMARY of TENTATIVE AGREEMENT

11/8/21

●**Term of New Contract**

The new contract starts on August 1, 2021 and expires on July 31, 2026.

●**Wage Increases**

Upon ratification: **3.75% wage increase for all employees** (except for certain job classifications; see “Special Market Adjustments” below)

On August 8, 2022: **3% wage increase for all employees.**

On August 7, 2023: **3% wage increase for all employees.**

On August 5, 2024: **3.25% wage increase for all employees.**

On August 4, 2025: **3% wage increase for all employees.**

●**Special Market Adjustments**

Employees in the following job classifications will NOT receive the 3.75% across-the-board wage increase effective upon ratification. Instead, upon ratification, they will receive the adjustments described below, which are greater than 3.75%.

<ul style="list-style-type: none"> ●Physical Therapist ●Occupational Therapist ●Speech Pathologist 	The value at each step of the wage scale will be increased to the next step’s value.	This roughly amounts to a 5% increase.
<ul style="list-style-type: none"> ●Mammography Technologist ●Clinical Coordinator-Mammography Technologist 	The value at each step of the wage scale will be increased by 2 steps.	This roughly amounts to a 10% increase. <i>(This raise already occurred prior to reaching agreement on the new contract, though.)</i>
<ul style="list-style-type: none"> ●Noninvasive Cardiovascular Technician 	The value at each step of the wage scale will be increased to the next step’s value.	This roughly amounts to a 5% increase.
<ul style="list-style-type: none"> ●Pharmacy Tech II 	The value at each step of the wage scale will be increased to the next step’s value.	This roughly amounts to a 5% increase.

Medical Records Specialist IIs and IIIs:

A Medical Records Specialist II who (A) maintains competency in and actively performs the Birth Certification procedure, or (B) obtains RHIT or RHIA certification, will be promoted to Medical Records Specialist III.

Nurse Aides:

Effective upon ratification, Nurse Aides will receive the following adjustments *in addition to* the 3.75% wage increase effective at the same time.

Job Classification	1	2	3	4	5	6*	7*	8*
Nurse Aide	23.91	25.11	26.36	27.68	29.06	30.52	32.04	33.64
Nurse Aide	24.69	25.92	27.22	28.58	30.01	31.51	33.08	34.74
Nurse Aide – PD	26.31	27.62	29.00	30.45	31.97			
Nurse Aide - PD	27.15	28.52	29.93	31.44	33.01			

•Bonus

The Hospital will pay each benefitted employee **\$500**, in a check separate from standard paychecks, upon ratification of the contract.

•Health and Dental Insurance

In the new contract, there will be the following increases to employee contributions for health insurance and dental insurance.

Medical Plan Employee Contributions per pay period			
	Employee Only	Employee +1	Employee + 2/more
Effective 1/1/2022	\$0.00	\$22.00 \$30.00	\$44.00 \$60.00
Effective 1/1/2025	\$0.00	\$40.00	\$80.00

Dental Plan Employee Contributions per pay period			
	Employee Only	Employee +1	Employee + 2/more
Effective 1/1/2022	\$0.00	\$0.00 \$5.00	\$5.00 \$10.00

Also, the annual dental benefit will increase from \$2,000 to \$2,500 maximum per person per year, and there will be a new \$50 deductible per person per year.

•Incentive Program

Starting July 2021, employees will participate in the Organizational Annual Incentive Plan.

•Rehab in the NICU

Physical Therapists, Occupational Therapists, and Speech Pathologists who work in the NICU and maintain competency to do so will receive a 4% differential for working in the NICU, if they work 4 or more hours in their shift in the NICU.

•Respiratory Therapists

In the new contract, Respiratory Therapists who attain licensure as a Registered Pulmonary Function Technologist (RPFT), certification as a Certified Pulmonary Function Technologist (CPFT), or certification as a COPD Educator shall be reimbursed one time for the fees associated with the licensure/certification.

●Education

Reimbursement for attendance at professional conferences, seminars, etc:

In the old contract, only Physical Therapists, Occupational Therapists, and Speech Pathologists were eligible for up to \$1,000 of education reimbursement for attendance at conferences. In the new contract, that will include **Cath Lab Techs III, Clinical Pharmacists, and Respiratory Care Practitioners.**

Bonuses for other classifications:

In the old contract, if your classification *requires* a license or certification, you get a bonus of \$300 annually. In the new contract, if your classification *requires or prefers* a license or certification, you get a bonus of **\$375** for renewing or obtaining the license or certification.

●Per Diems

In the old contract, if a benefitted employee transfers to a per diem position and then transfers back to a benefitted position, they would lose their accrued sick leave. In the new contract, if a benefitted employee transfers to a per diem position and then transfers back to a benefitted position within 60 days, they will have their sick leave restored at its previous balance.

●Transfers and Seniority

In the old contract, if you applied for a new position, and the transfer was approved, management could make you wait however long before letting you start in your new department or role. In the new contract, once a transfer is approved, the Hospital cannot delay your start in the new role more than 60 days.

For posting of open positions: In the old contract, postings had to be up for 5 days, but in the new contract, it's 6 days. And if there is more than one applicant in that timeframe, seniority applies within each of the following groupings in the following order:

- (1) Employees within the same department and with the same classification
- (2) Employees who transfer from another department with the same classification
- (3) Employees within the same department being promoted or transferred from another classification
- (4) Employees being promoted or transferred from another classification and another department

●Scrubs

For employees who work in following areas, the Hospital provides and launders scrubs:

OR, PACU, OPS, SSPD, Endoscopy, L&D, Cath Lab, CT, X-Ray, Angiography, Respiratory, Materials Equipment Techs

For *other* employees who are required to wear scrubs: employees provide and launder scrubs.

For employees currently not required to wear scrubs: The Hospital cannot require them to wear scrubs unless we as a Union agree to it.

For employees currently required to wear scrubs but without a specific color designation: If the Hospital wants to assign a color, the Hospital is required to negotiate with us as a Union over the impacts of this decision.

●**Vacation Scheduling**

In this contract, we've cleaned up the language covering Vacation Scheduling. The basic broad strokes remain the same, but it's now clearly stated in the contract: At the beginning of each year, the Hospital is required to post the specific number of available vacation times in each department throughout the year. This way, in January, when we make our selections for vacation requests, everyone will know exactly what's available. Then, in order of seniority, in each classification in each department, each of us will be granted our first 2 choices, same as before. The final vacation schedule will be posted by March 1. Additional requests for PTO made on or after February 1 will continue to be awarded on a first-come, first-served basis.

●**New Hire Drug Screens**

Currently, applicants for jobs at the Hospital, once they are offered a job, must do a drug screening, and this drug screening is generally performed by NUHW members who work in the lab.

In the new contract, we have agreed to allow the Hospital to give applicants the option of doing the drug screening at the Hospital or at an outside lab. This may be more convenient for applicants who live far from the Hospital.

We have also maintained the current language in the contract that prohibits the Hospital from subcontracting most of our bargaining unit work.