

NUHW Business-Office-Clerical and Service-Tech Units at Children's Hospital Oakland

SUMMARY of TENTATIVE AGREEMENT

8/6/21

•Term of New Contracts

Both contracts are 1-year agreements that start on May 1, 2021 and expire on April 30, 2022.

•Wage Increases

Service-Tech Unit: 3% wage increase for all employees and job classifications, retroactive to May 2, 2021.

BOC Unit: 3% wage increase for all employees and job classifications, retroactive to July 11, 2021.

•Job Security

Side Letters: There shall be no layoffs for the remainder of the contracts.

In the contracts: Additionally, whereas our old contracts required the Hospital to provide us with at least 60 days notice in the event of a closure or merger, the new contracts require them to give us at least 90 days notice in event of a closure, merger, sale, consolidation, affiliation, relocation, expansion, or other transfer of ownership of the Hospital or any part thereof, and requires them to bargain in good faith with us over the effects of any such action, and to begin such bargaining within 7 working days of the notice.

•Cardiovascular Technicians

We agreed on the creation of a new job title, Cardiovascular Technician. The wage scale for Cardiovascular Technician shall be set at a value 10% above the wage scale for ECH/Holter Tech. Inpatient ECG/Holter Techs shall be converted to Cardiovascular Technicians.

•Dietetic Assistants

We agreed on the inclusion of the Dietetic Assistants as Technical employees in the Service-Tech contract, which will provide them with the same healthcare benefits and pension plan that the rest of the NUHW members currently have.

The starting wage scale for Dietetic Assistant will be as follows:

| | | | | | | |
|-------------------------|---------|---------|---------|--------|--------|---------|
| | Step 1 | Step 2 | Step 3 | | | Step 4 |
| | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| Effective December 2020 | \$27.18 | \$28.47 | \$29.39 | | | \$30.05 |

Each Dietetic Assistant will be placed onto the wage scale, retroactive to December 2020, at whatever step provides the smallest wage increase from their current rate. Then, on 5/2/21, Dietetic Assistants, along with all other employees in the Service-Tech contract, will receive the 3% wage increase mentioned above.

•Premium Pay for Special Assignment in the EVS Department

The \$1 per hour premium pay for Special Assignments will now apply to Head Housekeeping Aides as well as Housekeeping Aides.

•Daily Cancellations

The current contracts already require the Hospital to make efforts to avoid cancellations. The Hospital will now be required (a) to maintain an ongoing record of their efforts to avoid cancellations (including but not limited to their attempts to find volunteers and vacancies in other departments), and (b) to provide us with this information when we request it.

•Respiratory at Summit

The Side Letter that we reached agreement on in 2018 regarding the Respiratory move to Summit will now be a Side Letter included at the end of the Service-Tech contract.

•Vacancies posted on bulletin boards

For the Business-Office-Clerical unit, the Hospital will no longer be required to post position vacancies on bulletin boards.

•No Discrimination

The language on No Discrimination has been updated substantially to reflect changes in the law.