



**Good Samaritan Hospital and Regional Medical Center
ESC Bargaining Units' Contract
Ratification Summary Document**



August 22, 2016

Your Negotiation Committee Unanimously Recommends a **“YES VOTE”**

The following is a summary of the main terms and conditions outlined in the proposed contract.

Your ballot must be received by **12:30 PM on September 12, 2016**. Please plan on mailing your ballot to meet that deadline or your vote will not be counted.

COMMON CONTRACT FOR ALL THREE UNITS:

Wages

Across the Board (ATB) increases to pay for all scales and members above scale

	1 st Year – (Retro) Effective 5-1-2016	2 nd Year Effective 5-1-2017	3 rd Year Effective 5-1-2018
CLS	3.25%	3%	2.5%

	1 st Year – (Retro) Effective 6-1-2016	2 nd Year Effective 6-1-2017	3 rd Year Effective 6-1-2018
Imaging	3.25%	3%	2.5%

	1 st Year Effective 12-6-2016	2 nd Year Effective 12-1-2017	3 rd Year Effective 12-1-2018
Respiratory	3.25%	3%	2.5%

Shift Differentials

- Night: \$5.50 Effective July 2017

PTO

- Ability to not use PTO when off for a Holiday
- Language to protect accrual for part-time members that get flexed off below their status

Weekends

- Changed language in the weekend requirements from 3 consecutive weekends to 2.

Healthcare

- We pushed back cost sharing for new members from 2015 to January 1, 2017 members with **less than three** service years will pay ½ of the part-time cost for the HMO/Dental/Vision option; once the member obtains three service years they will become eligible for the no cost HMO/Dental/Vision option.
- We were able to beat back the employer aggressively attempting to make all members pay for monthly premiums of the HMO regardless of years of service.
- Retiree Health was improved removing the higher co-pays and placing those people into the same plan as active employees

- We did agree to a change in the HMO plan that could result in co-pays going up and other changes to the actual plan. The hospital would have a duty to notice the Union of its intent and the Union Bargaining Team would have a say in the changes. This is called a change in actuarial value of the plan.
- We agreed the Hospitals could leave Delta Dental during the contract but only if they found an equivalent plan that had a \$1500 dollar annual limit.
- The in Lieu payments and domestic partnership coverage will go away for all those that do not currently have or use them but will be maintained for those currently enrolled in these provisions.
- No other substantive changes to this article.

Other Issues

- Members will now be paid for grievance meeting if they are working
- Non substantive language clean-up and formatting

Common Contract/Appendix Expiration Date

- June 30, 2019

CLS Bargaining Unit - All of the improvements in the Common Contract plus:

- Hospitals will not use variable shifts
- Charge pay is increased to \$3.25 per hour from \$16 per shift
- Micro Conference costs at UCD will be reimbursed up to \$500

Imaging Bargaining Unit - All of the improvements in the Common Contract plus:

- Charge pay is increased to \$3.25 per hour from \$2
- Neuro Techs at RMC will be put on the scales 201/202/203
- CT Techs, Specials Techs and MRI will have \$1.50 differential per hour rolled into salary

Respiratory Bargaining Unit - All of the improvements in the Common Contract plus:

- Improved Education Leave from 4 hours per year to 16 hours per year
- Added Stand-by language
- Added language giving Per Diems 20% of their time as seniority when they receive a benefitted position

Please review the Tentative Agreements using this website http://ifpte20.org/wp-content/uploads/2016/08/HCA_TentativeAgreement.pdf

VOTING INSTRUCTIONS

Vote on the enclosed ballot, A “Yes” means you accept the contract; a “No” means you authorize the bargaining team to call a strike. Place your marked ballot in the secret ballot envelope and seal the secret ballot envelope. Place the secret ballot envelope in the return envelope and mail as soon as possible. Remember only ballots received by mail by 12:30 PM on September 12, 2016 will be counted.

The Negotiations Committee Unanimously Recommends a YES vote!