



# Summary of Tentative Contracts Local 5121 & Local 5144



## Premium Pay

Modify Section 8 (On Call Pay) as follows:

The on call pay when covering one campus shall be as follows:

First pay period ending after Date of Ratification (“DOR”) - \$5.50

July 1, 2019 - \$6.00

## Wages

Employees shall receive wage increases as follows:

- Effective March 1, 2018 – 4%\*
- 7/1/18 – 1.5%
- 1/1/19 – 1.5%
- 7/1/19 – 1.5%

\* The March 1 effective date is subject to ratification occurring on or before April 2.

Employees shall receive the following one-time payment at the end of the first pay period after DOR:

Employees working less than 30 hours per week - **\$250**

Employees working 30 hours or more per week - **\$500**

## Leaves of Absence

Delete Section 8

## Termination of Employment

Add the following Section 3:

The Employer shall submit to the Local union notice of any suspension or discharge notice issued to a bargaining unit employee. The Employer’s failure to provide such notice shall not impact the merit of the suspension or discharge. For suspensions and discharges only, the thirty-day period set forth in step 1 of the grievance procedure described herein shall begin upon the Local union receiving notice of a suspension or discharge.

## Negotiating Meetings

Modify the 4<sup>th</sup> sentence as follows (modifications in italics):

The Hospital agrees to pay the employee negotiating committee for the 1st four (4) bargaining sessions.

## Educational Assistance

Modify Section 2 as follows:

Replace \$1,000 with \$1,100

Modify Section 3 as follows:

Replace \$600 with \$700

Add the following: Notwithstanding the definition of full time and part time employees in Article II, employees regularly scheduled to work 37.5 hours per week shall be eligible for \$1,100 per semester.

### **Health Insurance**

Add the following:

The employee contribution percentages towards the total premium cost of the health plans the Employer offers may not increase by more than eight percent (8%) each year, with a 15% increase cap for the duration of agreement.

### **Miscellaneous**

Add the following new:

In departments having employees that English is not their primary language, the employer agrees to make every reasonable attempt to assure effective communications. Requests for communication assistance will be handled with dignity and respect towards the employee initiating the request.

Add the following new:

The Employer shall follow the guidelines and intent of ECHN Policy #311 (Revised 02/12/16).

### **Retirement**

Modify last sentence as follows (modification in italics):

Before making any major revisions to the Plan, the Union and Hospital will meet to discuss such changes not less than 30 days prior their implementation.

### **Duration**

Unless otherwise set forth herein, this Agreement shall be in effect from the DOR, and shall expire at 11:59 pm on May 31, 2020 (Local 5122) on June 30, 2020 (Local 5144).