SHMC/SHHCS Bargaining Update - August 5, 2023

Tentative Agreement for Medical Center; Home Care Going to Mediation

After 30 bargaining sessions, we finally achieved a tentative agreement (TA) for the Sacred Heart Medical Center. But Home Care Services negotiations continue with the help of a federal mediator as PeaceHealth is still trying to give Home Care a much lower wage increase. While we have victories to celebrate, we still have a lot of work to do to make sure Home Care wages stay in parity with the Medical Center’s.

The SHMC bargaining team recommends a “yes” vote on this TA. Below are some highlights. This is one of the best contracts we have achieved at Sacred Heart and something for all of us to be proud of.

Tentative Agreement Highlights:

- 4-year contract with an option to increase wages in the fourth year
  - Year 1 – a $1.00 market rate adjustment added to all steps plus 6% which equates to an 8% increase.
  - Year 2 – 5.5%
  - Year 3 – 4%
  - Year 4 – 3%

- Significant increases to almost all differentials including:
  - Compensation for Extra Shift (CES) = $22 Year 1; Increasing to $23 July 1, 2024
  - Charge Nurse = $5.50 Year 1; Increase to $6.00 July 1, 2024
  - Facilitator = $3.75 Year 1; Increase to $4.00 July 1, 2024
  - Evening Shift = $3.75 Year 1; Increase to $4.00 July 1, 2024
  - Night Shift = $8.50 Year 1; Increase to $9.50 July 1, 2024
  - Evening and Night Shift differentials to be paid for the entire shift.
  - On-call:
    - Voluntary - $5.50 Year 1; Increase to $7.00 July 1, 2024
    - Mandatory - $6.50 Year 1; Increase to $8.50 July 1, 2024
  - NEW Float Differential = $1.50

- Covid PTO Grievance Settlement – nurses who lost their unused Covid PTO shall have their unused PTO returned to them in a Sick Time Bank that can be used as regular
PTO for one year. After one year, it can be used for sick time. No cap applied to this PTO.

As in any negotiation, there were things we were not able to achieve or gave up in exchange for a better wage increase. These include retroactive pay, an increase in per diem differential and agreeing to move to the PeaceHealth PNAP program. But on balance, we achieved improvements in critical language and increases in differentials that haven’t increased in years. The new wage scale will begin the first pay period after ratification. The vote to ratify the agreement will be held by August 14 to ensure we get these increases as soon as possible.

A summary of all the changes and a red line version will be shared early next week along with a more detailed newsletter. Stay tuned for more information about the ratification vote which will be held virtually.

**Home Care Bargaining Unit Meeting – Wednesday, August 9, 5:30 – 7:30 p.m.**

Join the bargaining team to discuss next steps for achieving our goals for the Home Care contract. Your participation is more urgent now than ever. Only by working together can we get the wage increase we deserve!

Join Zoom Meeting

https://us06web.zoom.us/j/85949841601?pwd=Y0tKc1Aza3IliZnhpbm42NzJvb0Zudz09

Meeting ID: 859 4984 1601

Passcode: 644249

Find your local number: https://us06web.zoom.us/u/ksQUantVK