

WE WON A STRONG NEW CONTRACT AGREEMENT WITH NO TAKEAWAYS!

We ratified an agreement for St. Elizabeth techs with ZERO takeaways, new protections and improvements, and built a stronger union with actions in the hospital even during a time of Covid.



"Our team worked hard to achieve positive gains that will affect the income and quality of life for our members. We are proud to see the new contract ratified and we are looking forward to helping implement the positive changes that we won." **Chad Reilly, Radiological Technologist**



Wins in our new contract

Welcoming new coworkers: New contract language that makes sure we can welcome new coworkers to the union, so no one falls through the cracks.

Organizational Equity and Inclusion: Work toward racial justice and belonging at St. Elizabeth. We will also be able to join with our RN colleagues at the labor management committee for this work.

New staffing article in our contract: Process to escalate and address ongoing and emergent staffing concerns. We now have the ability to take our concerns all the way up to the COO of the hospital!

Per diem recruitment, retention, and scheduling

- Per diem recruitment will be a standing agenda item at the labor-management committee.
- Per diems will now submit availability for scheduling for the following month to help with scheduling and staffing coverage.
- Per diem employees must be available a minimum of four scheduled shifts each month, including one weekend shift, as well as one summer holiday and one winter holiday. Per diem coworkers may offer more availability, and the shifts may include standby shifts based on department need.
- Per diem coworkers will be evaluated on a quarterly basis to ensure they are still available to work at St. Elizabeth. This will allow for new per diem positions to be posted if an incumbent hasn't worked for a long time.
- Per diem incentive: In recognition of the current per diem coworker, continuing per diem coworkers will be paid incentive pay of time and one half for the first 3 shifts worked following ratification.

Callback relief to protect fatigued coworkers after excessive call back: We will now have the right after excessive callback to notify our manager if we are too tired to stay on shift, so our manager can find coverage and release us from work without an attendance occurrence.

Vacation protections: Management must give response within 30 days to our vacation request and will make an effort to prove coverage. They will discuss alternatives if they cannot approve our requested vacation.

Security for our health benefits

No increase to our medical premiums through 2021.

Guaranteed wellness dollars for the full life of the contract — \$450/year if we participate in the wellness plans.

Improvements to our wages

Increased evening shift differential to \$2.00/hour from \$1.85/hour.

Year-for-year credit for past experience up to 10 years for new hires.

One-time audit for all current employees up to a **NEW TOP STEP 27** by April 1, 2021. This audit will move us up to the step that represents year-for-year experience credit. Many coworkers will get a significant raise from this process on top of their yearly increases.

Retro pay

We won 2% retro pay for 11 pay periods, April 5 – September 5, 2020. This is the first time we have ever won retro pay and a huge win!

Pay increases at ratification	<p>For every job, elimination of gap step at step 25, and new top step 2.75% above current top</p> <p>In addition, the following increases:</p> <ul style="list-style-type: none">▪ CT Tech: 2.5%▪ MRI Tech: 5% - we fought hard for this for coworkers who were very behind▪ Nuc Med Tech: 1.5%▪ Rad Tech: 2% (Multi-modality tech stays \$1/hour above rad tech)▪ Sonographer: 2.25% <p>Any coworker who does not get at least a 2.5% increase on ratification got a lump sum on ratification to bring the total compensation increase for the year up to 2.5%</p>
Pay increase 4/1/21	All coworkers and jobs: 2.5%
Pay increase 4/1/22	All coworkers and jobs: 2.25%



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