

AHMC-CHEU/CNA HEALTHCARE 2016 TENTATIVE AGREEMENT SUMMARY

BARGAINING TEAM UNANIMOUSLY RECOMMENDS A YES VOTE

In a final blitz of hard negotiations on Tuesday and Wednesday, September 6-7, 2016, your CNA-CHEU bargaining team reached a tentative agreement on successor agreements for CHEU and CNA members at San Gabriel Valley Medical Center (SGVMC) and CNA members at Whittier Hospital Medical Center (WHMC).

The extended closing session followed a marathon session the previous Tuesday, August 30, with the bargaining teams working overnight until 7 AM on Wednesday, August 31, to set the stage for reaching the full contract tentative agreement (TA) in the early hours of September 7, 2016.

However, it was the concerted activity of the membership at the hospitals that helped pick up the pace of negotiations at the table through the sticker campaign, the petition to support the bargaining team at the negotiations, and a demonstration of member power on August 29. It was then that some 35 CHEU and CNA members joined the bargaining team to speak to the issues and present the petitions with near unanimous signatures from AHMC-CNA/CHEU colleagues at WHMC and SGVMC hospitals.

The Tentative Agreement:

Term

- **New contract term** | July 1, 2016–June 30, 2020

Wages

- **SGVMC RN and CHEU** All RNs and CHEU members will receive increases of 4% (FFPP after January 1, 2017), 3% (FFPP after January 1, 2018), 3% (FFPP after January 1, 2019) and 4% (FFPP after January 1, 2020).
- **WHMC RN** Full-time and part-time RNs will receive increases of 5% (effective August 1, 2016), 4% (FFPP after July 1, 2017), 4% (FFPP after July 1, 2018) and 4% (FFPP after July 1, 2019). Per Diem RNs will receive 1% (effective August 1, 2016), 1% (FFPP after July 1, 2017), 1% (FFPP after July 1, 2018), 1% (FFPP after July 1, 2019).
- **RNs and CHEU members** Additional increases through movement on step-based wage grid.

Other Compensation

- **Stand-by pay increased at WHMC, SGVMC CHEU and SGVMC RNs** \$1 per hour increase for each stand-by category in each contract. (WHMC increase effective FFPP after ratification. SGVMC increase effective FFPP after January 1, 2017).
- **Established provision that employer will pay for mandatory classes not offered in the facility and time spent at the class for WHMC RNs, SGVMC CHEU and SGVMC RNs.**

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AHMC

Bargaining Team

- Helen Dungo, RN • WHMC
- Kristal Tate, RN • WHMC
- Roni Rocha, RN • SGVMC
- Nerissa Lipana, RN • SGVMC
- Mary Mack, RN • SGVMC
- Rosario Hernandez • SGVMC US/CNA
- Mary Sanchez • SGVMC US/TT
- Frank Alioto • SGVMC US

CNA/CHEU Labor Reps

SGVMC RNs

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- **Increased SGVMC Charge RN pay** (including SGVMC Relief Charge RN) \$2.50 per hour worked in that capacity (old rate \$1.50 per hour).

Healthcare Enhancements

- **2017 healthcare negotiations** to enhance CNA/CHEU members' health insurance with, including but not limited to, a buy-up plan choice for 2018, 2019, and 2020 that is not available today.

Meals and Breaks

- **Enhanced Meals and Breaks Entitlement provision** and established meals and breaks staffing provision.

Health and Safety

- **Established emerging Workplace Place Violence definitions** that will provide new protections for healthcare providers within the contract and establishes a Workplace Violence Committee.
- **Established an Infectious Disease Task Force (IDTF)** to provide bedside workers a voice in Workplace Health and Safety and enhanced the Communicable Diseases provisions in the CNA/CHEU contract.
- **Established Safe Patient Handling and Lift Policy language** in the CNA/CHEU contracts to strengthen the compliance of the California Hospital Patient and Healthcare Worker Injury Prevention Act at WHMC and SGVMC.

RN Relief Program

- Improved the **Registered Nurse Response Network (RNRN)** provisions in RN contracts.

Master Contract Agreement

- **Agreement for Master Contract negotiations** for new Master Articles.

◆ **Facility Specific TAs: WHMC RNs**

Other Benefits

- **Enhanced jury duty benefit** New benefit of 60 hours per calendar year (old benefit: full-time 40 hours per calendar year; part-time 40 hours per 36 months.) Additionally, RNs on jury duty shall be granted 2 days off of every 7 days on their regular shift.
- **Enhanced bereavement leave benefit** New 40 hours of pay benefit (instead of 24 hours with pay) with provision that provides for 60 days (instead of 7 days in old contract) to utilize the leave with an expanded definition of "Immediate family."
- **Improved severance pay provisions** New maximum: 15 weeks. (Old maximum: 12 weeks.)
- Established safety provision of **Rest Between Shifts** for WHMC RNs.

Association Rights

- **Paid Release Time** for WHMC RN negotiators.

◆ **Facility Specific TAs: SGVMC CHEU**

Other Benefits

- **Enhanced bereavement leave benefit.** New provision provides for 90 days (instead of 30 days in old contract) to utilize the benefit.
- **Enhanced jury duty benefit.** New benefit: 60 hours per calendar year. (Benefit in line with Whittier RNs.)
- **Established preceptor pay for members** who are assigned to work in that role at \$1.50 per hour.
- **Established evaluation period protection provision.** When a vacancy is filled under the provisions of Article 5: Filling of Vacancies.

◆ **Facility Specific TAs: SGVMC RNs**

Other Benefits

- **Improved bereavement leave benefit** with expanded definition of "immediate family."
- **Established per diem seniority** for those who work in the facility and convert to full-time or part-time positions. (Seniority adjusted 1 year for every 2 years of PD service at the facility.)

Attend the membership meetings for full details and to vote to ratify the agreements. You can also contact your bargaining team or your CNA nurse reps/CHEU reps or CNA/CHEU labor reps for more information.



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