

New SEIU Contract Update

Effective July 1, 2022

Wages

1st Yr 4% increase \$1000 minus taxes (\$500 for part-time)

2nd Yr 3% increase 3rd Yr 3% increase

PG County ROC - Some job classifications now members of Local 722

Article 1.09 Employee Defined: 36hr per week employees now receive all benefits as full time employees

Article 4.01 Workweek now defined to match your FTE. 36 hr workweek and 40 hr workweek

Article 4.13 Certification / Registration/ Licensure

Career Ladder re-instated for Surgical Techs, Anesthesia Techs, Paramedics

Article 4.15 Equity Reviews

No longer a side letter. The hospital wanted to remove/discontinue. We added job classification that had not been completed in the last few contracts. Resubmitted ALL P.C.T. positions for a review in 2023.

Leave Abuse

New category: "Early Departure"

If an employee reports to a scheduled shift but leaves prior to working one half (1/2) of the employee's shift ("Early Departure") three (3) times within the employee's twelve (12) month Attendance Period, the employee shall receive a first written notice; four (4) times within the employee's twelve (12) month Attendance Period, the employee shall receive a one (1) day suspension; and five (5) times within the employee's twelve (12) month Attendance Period, the employee may be terminated. Work incurred injury / illness will not count against you when leaving prior to half your shift.

Where an extraordinary event impacting **at least three employees** occurs which prevents the affected employees from reporting for work on time (e.g., a shutdown of the subway, weather emergency or Hospital shuttle accident or breakdown), the Hospital in its discretion may determine that staff who as a result were late for their scheduled shift will not be considered tardy pursuant to (a) (ii) above. If the Union provides written notice of such an extraordinary event to the designated Hospital official within **two (2) business days**, this provision will apply. The Hospital's determination will apply to all the employees impacted by the event.

Floating

Members can float to another unit / department No more than (3) times in a shift. Those who have to float from one geographic location to another can only float between (2) locations once per shift

Article 11.04 Application of Seniority

In the event of a Lateral Transfer and Promotion: Disciplines in your file for the past (12) twelve months can prevent you from receiving the transfer or promotion

Article 12 Grievance and Arbitrations

Cases that are moved to arbitration, must be filed within 60 days with the arbitrator or it will be considered withdrawn

The panel of arbitrators dropped from (7) to (6) due to one of them retiring.

Job Grade Decompression

Last negotiations the goal was to have a minimum wage of \$15 hr; as a result, Grades 8 – 13 were pressed together in error. This decompression is to allow for more upward mobility instead of lateral transfers. This was not for the purpose of pay increases, but to minimize the large number of lateral transfers resulting from the compression of grades last time.

Job Classifications now start at Grade 13. Many job classifications had to move up. If your job classification moved up and you are currently making less than the minimum for the new grade, you will receive a pay increase to at least the minimum for the new grade. If you are making more than the minimum for the new grade you will not receive an increase.

This is a job classification decompression increase. Everyone will not get an increase with this decompression, however; **EVERYONE WILL RECEIVE THE INCREASES LISTED ABOVE UNDER WAGES**

No Hazard Pay, No Covid Pay, No change to Shift Differential, No Juneteenth Holiday, No change to vacation accrual

(These are all things we were trying to gain in the contract. Do not consider these as things that we have and now we lost them)

Things the hospital wanted to do

Floating

Currently the hospital float members as often as they want. There is no limit on how many times a shift you can float. **They are now limited to 3 time per shift** (we were trying for no floating or no floating if you have 20 yrs or more seniority)

Leave Abuse

The hospital wanted SEIU to change to the rolling calendar used by the nurses. That rolling calendar do not have an option of resetting to zero unless members have no call – outs. **We maintained our current calendar**

The hospital wanted anytime you leave your shift early to be charged as one of your occurrences as a tardy. They did change it to an absence. **We offered a new category called “Early Departure” which they accepted.**

In-service Training and Education Assistance

There is \$50,000 available for the union and the hospital to partner in providing training for lower-level job classification to enhance their skill sets and apply for higher-level positions. The two sides have not agreed on any training. The hospital wanted to take the money away. **The money is maintained and must make our suggestions known within 90 days after contract ratification.**

Separation Benefit

In the last contract, members with 30 or more yrs of service who wish to retire could have submitted their retirement papers between Feb 1st & Mar 31st of 2021 and they would have received \$6000. Only 3 members took advantage of the benefit. **The hospital withdrew the benefit.**

Longevity Bonus

Members who reached 30 yrs or more of service by January 1, 2021, received \$1000. **That benefit expired in Jan 2021, so the hospital withdrew the benefit**

Equity Reviews

The hospital wanted to remove the equity review as part of the contract because they were listed as a side letter with an expiration date. **We were able to make equity reviews an article in the contract and get some much-needed reviews added to the 2nd and 3rd yr of this contract.**

Grade	Job Classification	Minimum Effective 6/26/2022	Maximum Effective 6/26/2022
13	Environ Asst Discharge Team	15.94	30.82
13	Environ Asst General Team	15.94	30.82
13	Food Production Associate I	15.94	30.82
13	Food Service Associate I	15.94	30.82
13	Neurodiagnostic Assistant	15.94	30.82
13	Patient Services Associate	15.94	30.82
13	Sanitation Associate	15.94	30.82
13	Transportation Technician	15.94	30.82
13	Unit Support Associate	15.94	30.82
14	Cashier Food Service	16.36	32.12
14	Environ Asst Grounds Team	16.36	32.12
14	Hospitality Associate	16.36	32.12
14	Pharmacy Messenger	16.36	32.12
15	Dust Ctrl Facilities Main Asst	17.06	33.39
15	Envir Asst Flor/Spec Proj Team	17.06	33.39
15	Food Service Associate II	17.06	33.39
15	Nutrition Associate	17.06	33.39
15	Storeroom Associate	17.06	33.39
16	Ambulatory Patient Care Tech	17.70	34.67
16	Child Care Technician	17.70	34.67
16	Clinic Operations Rep	17.70	34.67
16	Dist/Linen Technician	17.70	34.67
16	IV Therapy Specialist	17.70	34.67
16	Linen Technician	17.70	34.67
16	Nutrition Technician	17.70	34.67
16	Patient Access Rep	17.70	34.67
16	Patient Care Technician	17.70	34.67
16	Patient Services Coordinator	17.70	34.67
16	Rehabilitation Assistant	17.70	34.67
16	Unit Communications Associate	17.70	34.67
17	Equipment Technician	18.43	36.02
17	Group Leader Dietary	18.43	36.02
17	Sr Health Info Mgmt Specialist	18.43	36.02
18	Clinical Lab Support Rep	19.14	37.36
18	Cook	19.14	37.36
18	Messenger/Clerk	19.14	37.36
18	Perioperative Resource Asst	19.14	37.36
18	Receiving Technician	19.14	37.36
18	Sr Clinic Ops Rep	19.14	37.36
18	Sr Patient Access Rep	19.14	37.36
18	Sterile Processing Tech	19.14	37.36
18	Supply Technician	19.14	37.36
18	Warehouse Technician	19.14	37.36
19	Account Specialist	19.56	38.64

19	Anesthesia Technician I	19.56	38.64
19	Bed Management Specialist	19.56	38.64
19	Reimbursement Associate	19.56	38.64
20	Charge Review Associate	19.95	39.92
20	Decentralized Testing Spec	19.95	39.92
20	Donor Center Associate	19.95	39.92
20	Driver Messenger	19.95	39.92
20	Emergency Services Tech Spec	19.95	39.92
20	Group Leader Mail Room	19.95	39.92
20	Group Leader SPD	19.95	39.92
20	Holter Technician	19.95	39.92
20	Intake Coordinator	19.95	39.92
20	Medical Lab Technician	19.95	39.92
20	OR Control Desk Clerk	19.95	39.92
20	Perioperative Svc Floater	19.95	39.92
20	Pharmacy Technician	19.95	39.92
20	Pharmacy Technician (Night)	19.95	39.92
20	Radiology Resource Assistant	19.95	39.92
20	Surgical Posting Associate	19.95	39.92
20	Surgical Supply Assistant	19.95	39.92
20	Team Lead Clinical Lab Support	19.95	39.92
20	Transfer Coordination Spec	19.95	39.92
21	Anesthesia Technician II	20.92	42.09
21	Dental Assistant-Cert	20.92	42.09
21	Dialysis Technician	20.92	42.09
21	Team Lead Practice Operation	20.92	42.09
22	Apheresis Technician	21.59	42.56
22	Charge Data Specialist	21.59	42.56
22	Donor Center Associate II	21.59	42.56
22	MPI Technician	21.59	42.56
22	Sr Medical Lab Technician	21.59	42.56
23	Building Maint Tech I	22.32	43.87
23	LPN I	22.32	43.87
23	Orthopedic Technician	22.32	43.87
23	Sr Medical Records Tech	22.32	43.87
24	Biomed Engineering Tech I	23.12	45.39
24	Building Maint Tech II	23.12	45.39
24	Electrician I	23.12	45.39
24	HVACR I	23.12	45.39
24	LPN II	23.12	45.39
24	Plumber I	23.12	45.39
24	Sr Donor Center Associate	23.12	45.39
25	BMT-Locksmith	23.95	47.00
25	Building Maint Tech III	23.95	47.00
25	Building Maint Tech-Carpenter	23.95	47.00
25	Building Maint Tech-Painter	23.95	47.00
25	Transport Team Paramedic	23.95	47.00

26	Biomed Engineering Tech II	24.80	48.66
26	Team Lead Construction	24.80	48.66
27	Biomed Engineering Tech III	25.67	50.35
27	Neurodiagnostic Technologist	25.67	50.35
27	Shift Engineer	25.67	50.35
28	Electrician II	26.55	52.12
28	Plumber II	26.55	52.12
29	Polysomnographic Technologist	27.48	53.95
29	Sr Neurodiagnostic Tech	27.48	53.95
30	Bldg Automation Systems Spec	29.11	57.19
30	Electrician III	29.11	57.19
30	HVACR II	29.11	57.19
30	Plumber III	29.11	57.19
31	GI Procedure Technologist	30.55	60.62
31	HVACR III	30.55	60.62
31	Surgical Technologist	30.55	60.62
31	Team Lead Neurodiagnostic	30.55	60.62
32	Radiologic Technologist	32.09	63.64
32	Trauma Technologist	32.09	63.64
33	Team Lead HVACR	33.68	66.83
34	Lead Radiologic Technologist	35.38	70.17
34	Pulmonary Diagnostics RCP I	35.38	70.17
34	RCP Level I	35.38	70.17
35	Cardiac Surgical Technologist	36.81	72.99
35	Electrophysi Technol Non Invas	36.81	72.99
36	CT Technologist	38.28	75.91
36	Diagnostic Imaging Technol	38.28	75.91
36	Interventional Radiologic Tech	38.28	75.91
36	Pulmonary Diagnostics RCP II	38.28	75.91
36	RCP Level II	38.28	75.91
37	Cardio Technologist Invasive	39.81	78.95
37	MRI Technologist	39.81	78.95
37	Nuclear Med/Pet Technologist	39.81	78.95
37	Pulmonary Diagnostics RCP III	39.81	78.95
37	RCP Level III	39.81	78.95
37	Ultrasound Technologist	39.81	78.95
38	Echocardiography Technologist	41.41	82.10
38	Lead CT Technologist	41.41	82.10
38	Lead Interventional Rad Tech	41.41	82.10
38	Ultrasound & Vascular Tech	41.41	82.10
39	Lead MRI Technologist	43.06	85.39
39	Lead Nuclear Med/Pet Tech	43.06	85.39
39	Lead Ultrasound Technologist	43.06	85.39
39	RCP Level IV	43.06	85.39
40	ECMO Specialist-RT	44.78	88.80
40	Electrophysio Technol Invasive	44.78	88.80
40	Lead Ultrasound & Vasc Tech	44.78	88.80

40

Sr Echocardiography Technol

44.78

88.80