



Summary – Tentative Agreement for Ratification - May 27, 2016

1) Staffing/Quality Liaisons

Agreed to kick-start the Quality Liaison Program with bi-monthly meetings and give the Quality Liaisons additional authority to review and make recommendations on Staffing, Workplace Violence and Quality of Care issues. Agreed to codify the ability of the Quality Liaisons to report their findings to the Community Oversight Board (or its subcommittees or the County) without advanced censorship of those reports or fear of reprisal from management. Agreed to have the Quality Liaisons create recommendations for “Model Units” in each division within 6 months of ratification and expand those elements that work to additional units. Agreed to additional paid release time for QLs to perform their duties.

Agreed that QLs and the QL Committee can consider the need for staff other than RNs and Professional Bargaining Unit members because we work side-by-side with LPN's, CNA's, MHA's, Pharmacy techs, Rec Therapy Aides, etc...

2) Health and Safety/Violence in the Workplace

Agreed to a joint training program with a consultant to be trained to work in a cooperative, focused fashion to identify and minimize Health and Safety risks at BRMC. HPAE and its representatives on the Workplace Violence Committee will receive reports of incidents at least 24 hours prior to meetings so that they can be educated participants in the meetings. Employees have right to call manager on duty in the event that they have a “good faith belief that an incident of violence may occur” (in addition to code 20s and Doctor Strong) – the manager must respond to the unit as soon as possible to assess the risk and determine the appropriate response. If the manager cannot respond immediately, they will deploy a security guard until they can get to the unit. There can be no reprisal for calling a code 20, Dr. Strong or this new response.

3) Arbitration

Agreed to a process intended to speed-up the arbitration process.

4) Tuition Reimbursement

Agreed to keep the overall cap of \$85,000 per year -- because the current maximum individual reimbursement is only \$3,600 no more than \$50,000 of this has ever been used. Individual cap will increase as follows:

June 2016	\$3,800
June 2017	\$3,900
June 2018	\$4,000

5) Health insurance

Agreed to increase the cap on Physical Therapy/Occupational Therapy/Speech Therapy to 25 visits (was 10) visits a year for services in-network but outside BRMC.

All employee contributions for Health Insurance will increase by 7% per year on June 1. SEE COST EXAMPLES AT BOTTOM OF PAGE 2.

6) Dental

Agreed to create an additional optional tier with an increased annual max -- current \$1,000/new \$1,500. For term of contract, employees will pay per pay period:

	Delta Care USA	Delta PPO (\$1,000 annual max.)	Preferred PPO (\$1,500 annual max.)
Single	\$7.50	\$15.19	\$16.86
Employee + 1	\$10.00	\$20.26	\$22.49
Family	\$12.50	\$32.34	\$35.90

7) Wages

Annual Across the Board increases:

For all FT, PT and PD employees:

Effective June 1, 2016, the wage scale shall be increased by 1.25%

Effective December 1, 2016, the wage scale shall be increased by 1.0%

Effective June 1, 2017, the wage scale shall be increased by 1.0%

Effective December 1, 2017, the wage scale shall be increased by 1.0%

Effective June 1, 2018, the wage scale shall be increased by 1.0%

Effective December 1, 2018, the wage scale shall be increased by 1.0%

Percentage increase applies to those employees whose rates are above the scales.

8) Pay Scales

Agreed to continue anniversary step increases. Agreed to add one additional step to each scale June 1 of each year. Difference between each additional step will be \$0.35.

9) Per Diem Rates

Agreed to set the PD rate for all titles currently without such a rate at Step 11 for the job title.

10) Shift and Weekend Differentials

Evening shift diff. for pros will be 10% of base hourly rate with a cap of \$4.20 per hour.

Night shift diff. for pros will be 12% of base hourly rate with a cap of \$5.00 per hour.

Weekend diff for all members will \$2.00 per hour.

11) Length of CBA

Contract expiration date of May 31, 2019. Agreed to language limiting BRMC LP's liability in event their lease is not renewed. Agreed that employees immediately rehired into a comparable job by a new manager would not get severance – but if there is a reduction in pay members would get difference between new rate and what they would have gotten in severance. Employees would either be paid out for accrued but unused vacation, holiday and personal time or it would be carried over if new manager agrees to recognize banked time.

12) RN Per Diems

RN Per Diems hired after June 1, 2016 will have one additional shift each month required to be worked.

13) Posting and Bidding for Positions

Posting period for internal bidding will be reduced to 7 calendar days – positions will be posted on Monday and the posting will “come down” at noon the following Monday.

If a member transfers between divisions, they are ineligible to bid for another positions for 12 months (was 9 months) – parties may agree to waive this provision.

EXAMPLES – HEALTH INSURANCE INCREASES

Per Pay Period

Full Time	Core '15	Core '16	Increase	Prem '15	Prem '16	Increase	Plus '15	Plus '16	Increase
Employee	\$19.04	\$20.37	\$1.33	\$38.06	\$40.72	\$2.66	\$66.63	\$71.29	\$4.66
Employee + child	\$38.06	\$40.72	\$2.66	\$76.14	\$81.47	\$5.33	\$115.79	\$123.89	\$8.11
Employee + spouse	\$57.11	\$61.10	\$4.00	\$115.79	\$123.89	\$8.11	\$172.90	\$185.00	\$12.10
Family	\$69.80	\$74.68	\$4.89	\$153.86	\$164.63	\$10.77	\$229.99	\$246.09	\$16.10
Part Time									
Employee	\$115.79	\$123.89	\$8.11	\$134.84	\$144.28	\$9.44	\$191.93	\$205.37	\$13.44
Employee + Child	\$134.84	\$144.28	\$9.44	\$172.90	\$185.00	\$12.10	\$239.52	\$256.29	\$16.77
Employee + spouse	\$163.38	\$174.82	\$11.44	\$220.48	\$235.91	\$15.43	\$307.72	\$329.26	\$21.54
Family	\$210.95	\$225.72	\$14.77	\$288.68	\$308.89	\$20.21	\$374.34	\$400.54	\$26.20

EXAMPLES – WAGES

Current Hourly Rate	June '16	Add'l pay/check FT	Add'l pay/check PT (.6)	Anniversary	Add'l pay/check FT	Add'l pay/check PT (.6)	Dec '16	Add'l pay/check FT	Add'l Pay/check PT (.6)
25.00	25.31	25.00	15.00	25.66	53.00	31.80	25.92	73.53	44.12
30.00	30.38	30.00	18.00	30.73	58.00	34.80	31.03	82.58	49.55
35.00	35.44	35.00	21.00	35.79	63.00	37.80	36.15	91.63	54.98
40.00	40.50	40.00	24.00	40.85	68.00	40.80	41.26	100.68	60.41
45.00	45.56	45.00	27.00	45.91	73.00	43.80	46.37	109.73	65.84