



HPAE Local 5103 Local CBA and National Addendum Highlights

January 30th, 2025

National Addendum Highlights:

- **Annual Increases:** (14% increases over the term of the contract):
 - 4% raise effective the first full pay period after December 31, 2024
 - 3% raise effective the first full pay period after December 31, 2025
 - 3% raise effective the first full pay period after December 31, 2026
 - 4% raise effective the first full pay period after December 31, 2027
- **Ratification Bonus:** \$1,200 for full-time employees and \$450 for part-time employees upon ratification of the tentative agreement.
- **Maintaining Our Strong Healthcare:** The Coalition is retaining the United Steelworkers Fund insurance which includes Kaiser. No change in plan design.
- **401K Match Increase:** Employer 401(k) matching contribution increased from 4% to 6%. The increase will be made no later than 90 days post ratification. As of Jan 1, 2025, all new hires will be auto-enrolled in the 401(k) plan at 6% employee contribution (previously 4%).
- **Scheduling:** Added language stating that the Red Cross will work with employees to address personal schedule conflicts when they experience a same day schedule change. Also, If the change is greater than 1.5 hours, the employee may refuse hours without discipline or attendance points. They may also use PTO or floating holidays for those hours. They may also use leave without pay if it's provided in their locations.
- **Uniforms:** Added language that the uniform allowance may be used to purchase fleece coats and scrub jackets. Increased the uniform allowance to \$141/year (approximately 5 sets of scrubs) for staff that work more than 20-hours per week; and \$87/year (3 sets of scrubs) for staff working less than 20-hours per week
- **Holidays:**
 - Holiday pay for core holidays applies when an employee's schedule is temporarily modified to accommodate training schedules. Employees who are



permanently assigned 3 twelve-hour day schedules (Baylor schedule) will receive 12 hours of holiday pay for core holidays.

- If an employee is scheduled to work on a holiday, the employee will receive holiday pay at the regular straight-time rate of pay plus additional pay for all hours worked at one and one-half times (1½) the regular rate of pay for hours worked on both the actual calendar holiday and on the observed holiday. Change: Previous contract language was either/or
- Double time pay on Christmas Day

Local Contract Highlights:

- **Health and Safety:** New language creating a joint Health and Safety committee to hold management accountable on issues such as drive staffing/scheduling and site suitability
- **RN License:** Nurses will now be reimbursed for the cost attaining their nursing licenses, and will be reimbursed for maintaining their licenses if they are in the RN classification
- **Charge Increase:** raised from \$1 to \$2:00 in addition to the .50 increase in the national addendum. 2:00 includes retro pay.
- **MCS award increased** from \$10 to \$15
- **Parking:** \$150 Cap on parking reimbursement removed
- **Expanded Bereavement:** New language that allows for 5 days paid leaves when the deceased lives far away, or when a member has primary responsibility for handling arrangements and allowing other relatives to be considered on a case-by-case basis.