

HCA Tentative Agreement Summary

All Hospitals

Article 2- Recognition: Newly organized Riverside professional employees are now included as a part of this agreement.

Article 6- Change in Shifts: Requests to bargain over this issue must be received by the hospital within 30 days of notifying the union.

Article 12- Grievance and Arbitration: New language clarifying that the hospital has the right to file a grievance if there is a dispute over this agreement.

Article 14- Insurance: Premium free HMO option is maintained. PPO premiums will remain same in the aggregate. New language requiring the employer to maintain the actuarial value of the health plans.

Article 15- Labor Management/Staffing Committee: Labor-Management and Staffing Committee Meetings shall be run concurrently; meeting time is increased to one and half hours.

Article 18- Management Rights: Language clarifying that management can install safety devices or procedures in the hospital under this clause.

Article 20- Mutual Respect and Commitment: The article is struck in its entirety.

Article 21- New Member Orientation: New member orientation time is extended from fifteen to thirty minutes.

Article 29- Reduction In Staff: Disputes related to whether the employer followed contractual language regarding reduction in staff shall be subject to the grievance and arbitration procedure.

Article 30- Relocation of Bargaining Unit Work: Requests to bargain over this issue must be received by the hospital within 30 days of notifying the union.

Article 42- Duration: Three-year contract, expires on March 31, 2023.

Article 42- Alternate Schedules: Votes over alternative work schedules may be conducted on a simple majority basis.

Article 62- Wages: Year 1-3%; Year 2-3%; Year 3-3%. Wage increases effective first full pay period after ratification. Riverside professional wage scales to be bargained within thirty days of ratification.

SoCal Hospitals

Article 44- Call off Procedure: Disputes related to whether the employer followed contractual language regarding call off procedure shall be subject to the grievance and arbitration procedure. Employees who are asked to delay their reporting time for the start of their shift may be placed on call.

Article 45- Disciplinary Action: Members who receive a documented coaching shall receive a copy of the document.

Article 54- Positing and Filling of Vacancies: At the discretion of the hospital internal candidates who meet all the requirements of a position except for experience can have those requirements waived, and

will remain at the start step of the wage scale until they meet the required experience at which point they will progress based on years of service. If an employee is denied a request to waive experience requirements a written explanation will be provided.

Article 58- Uniforms: The hospital may implement a future program where members would receive a stipend to purchase uniforms that provides the equivalent value to the current uniform program.

San Jose Hospitals

Article 93- Call Off Procedure: Disputes related to whether the employer followed contractual language regarding call off procedure shall be subject to the grievance and arbitration procedure. Employees who are asked to delay their reporting time for the start of their shift may be placed on call.

Article 94- Department Lists- Requests to bargain over this issue must be received by the hospital within 30 days of notifying the union.

Article 100- Job Descriptions- Requests to bargain over this issue must be received by the hospital within 30 days of notifying the union.

Article 107 Posting and Filling of Vacancies: At the discretion of the hospital internal candidates who meet all the requirements of a position except for experience can have those requirements waived, and will remain at the start step of the wage scale until they meet the required experience at which point they will progress based on years of service. If an employee is denied a request to waive experience requirements a written explanation will be provided.

West Hills

Article 79 Parking- Employees may no longer park in the front parking lot at nighttime.

Article 81- Professional development- If there is duplication between the benefits of this provision of the contract and the benefits provided by the education fund, the fund shall be used first.

Los Robles

Article 85- In House Registry- ER Techs are added to the registry.

Article 89- Paid Time Off (PTO) and Holidays- No change for all employees hired before ratification. Future employees shall receive holiday pay for holidays worked.

New Article Fatigue Management- If any employee believes that they cannot perform their duties due to a lack of sleep related to being called back when being on call, this language creates a process so they can make arrangements with their supervisor to rest.

Riverside

New Article Lead Positions- Management may designate lead positions, they may not be removed for arbitrary or capricious reasons.

Appendix III, F- List of Identified Past Practices- Language added regarding rotation of overtime shifts and double-time shifts in the respiratory department.

Regional Medical Center of San Jose and Good Samaritan

Article 113 Wages- Year 1-3%; Year 2-3%; Year 3-3%. Wage increases effective first full pay period after ratification.