

for Local 8 Members at VALLEY MEDICAL CENTER

Updated information

October 2, 2017

Valley Contract Vote

Voting Times & Locations

Union Bargaining Team Recommends a YES Vote!
 Visit www.opeiu8.org to view the Tentative Agreement.

Monday, October 2	Tuesday, October 3	Wednesday, October 4	Thursday, October 5
Covington Clinic North Break Room 10:30am-11am Auburn Women's Health Clinic Break Room 11:30am-1pm Covington Clinic South Break Room 11:30am-2pm Renton Landing Break Room 3:00pm-4:30pm	VMC Campus MAC D 7:30am-11:30am MAC B 12pm-2:00pm & 3:30pm-6:00pm Lake Sawyer Break Room 10am-11am Newcastle Break Room 11:30am-1pm Renton Highlands Conference Room 1:30pm-2:30pm	Patient Resource Center Rainier Room 11am-1pm Maple Valley Break Room 1:45pm-2:45pm North Benson Break Room 4pm-5pm	Lind Ave Campus Patient Accounts & OHS Clinic Breakroom 11am-1:30pm Kent Break/Lunch Room 11:30am-1pm Fairwood Break Room 3:15pm-6:15pm

employer/VMC/2017/VMC Update 10.2.17.indd
 psie#1239/af-cio

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8
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Below are specific highlights and changes of what we were able to gain in this contract:

Section 1.8 – Updated language to include rate of pay and address listed on monthly rosters that are sent to the Union.

***NEW Section 1.13 – Negotiations.**

Included paid negotiation time for up to four(4) Union bargaining team members.

Section 2.5 – On-Call Employees.

Clarifies how on-call employees can be used and sets required number of shifts.

Section 2.10 – Patient Resource Float Employees.

Updated definition of float employees to include being cross-trained as PSRs and PRRs.

***NEW Section 2.11 – Preceptor.**

Define preceptor assignment and training.

***NEW Article 6.6(c) – On-Call Employee Scheduling.**

Process for how on-call employees are notified of open shifts and schedules.

7.1 – Classification and Rates of Pay.

Upon Ratification: **1.25%** increase

7-1-2018: **1.0%** increase

7-1-2019: **1.0%** increase

7-1-2020: **0.75%** increase

July 1, 2020: New Step 22 (set at 1.5% above Step 21)

***NEW Section 7.11 – Preceptor Pay.**

Employees assigned preceptor duties receive differential of \$1.00/hour.

Section 7.15 – Patient Resource Float Pool Premium.

Increase float pool premium to \$2.50/hour

***NEW Section 8.3** – If holiday falls on regular scheduled day off and employee does not work, the employee gets holiday pay for the length of their regular scheduled shift except for floating holidays.

Section 12.4 – Clear hierarchy of who can be considered for job openings, it includes employees on recall or if returning from leave of absence but not eligible to return to pre-leave position before external applicants.

Section 13.8 – Recall from Layoff.

Clarified recall process and added a recall roster be provided to the Union on a quarterly basis.

Article 14 – Medical Benefits.

Continue to participate in the Labor Management Healthcare Benefits Committee.

***NEW Article 20 – Successor Employers.**

If VMC is purchased by another employer, the terms of the Agreement will remain intact.

Article 23 – Duration.

Agreement will remain in force until October 31, 2020.

Addendum B – Clinic Network Float Pool.

Float Pool will also cover the Patient Resource Center. Current float pool employees will be reclassified as Patient Resource Float employees and will receive training to cover the PRC.

Memorandum of Understanding: PSR Clinic Assignments Involving Travel.

Clarification that any PSR who, if during the work day, is assigned to work in a different clinic network location, they will get mileage and \$2.25 differential from the time they leave the first clinic through the time worked at the second location. This includes PSRs in positions who regularly work at more than one clinic.

***NEW Memorandum of Understanding: PRR Performance Incentive Program.**

Effective 1-1-2018, an incentive program will be provided for regular PRR who work in the PRC. The Program will provide two opportunities per year to earn \$500 for meeting certain performance criteria.

Electronic Voting Instructions

If you are unable to make it to one of the sites to vote by Oct. 5th, request an electronic ballot from the OPEIU office. Please email Sally at sally@opeiu8.org, type “VMC Ballot” in the subject line and you will receive a copy of the tentative agreement and your ballot in your email.

Ballots are due Oct. 5, 2017 by 4:00 pm in the Local 8 office and can be submitted via fax at 206-441-0207 or email sally@opeiu8.org.