

# UHP CONTRACT RATIFICATION

Negotiations with management began Jan 2025 (we began prep with our team in Oct 2024)

Negotiated Duration of Contract: July 1, 2025- June 30, 2029



# PLEASE EDUCATE YOURSELF!

- Please find all the TA's on [the UHP website](#) or via the QR code.
- Ratification vote via online balloting  
March 25 (6a)-27 (8p)



# WAGES AND STEPS

## Management Proposed

- Management initially offered no salary adjustments.
- Their first offer (in Feb of 2026) was 3% a year, but **NO STEPS.**
- After much back and forth...

## What We **NEGOTIATED!**

- 2.5% retroactive to July 2025 and step retroactive to Jan 2026
  - For members still employed once the contract is signed
  - Top step employees will receive \$1200 lump sum at the same time employees receive step increase
- 2.5% July 2026 and step in Jan 2027
  - Top step employees will receive \$1200 lump sum at the same time employees receive step increase
- 2.5% July 2027 and step in Jan 2028
  - Top step employees will receive \$1200 lump sum at the same time employees receive step increase
- Wages and Step for the period from July 2028-July 2029 will be negotiated in a “wage reopener”



# PERSONAL TIME (ARTICLE 12.1.B)

## Management Proposed

- Limiting use of personal time around minor holidays in addition to already included major holidays (before, on, and after holiday)

## What We NEGOTIATED!

- Fought off **ALL** changes!
- **NO** diminishment of personal time use!
- **NO** change to current language!



# SUBCONTRACTING PROTECTIONS (ARTICLE 33)

## Management Proposed

- Eliminating **ALL** subcontracting language and replace with language that gave management all the power.

## What We **NEGOTIATED!**

- Keep current language with **ALL** protections remaining including the expiration of current subcontracting language



# PROBATIONARY LANGUAGE (ARTICLE 18.1)

## Management Proposed

- Creating a working test period for promotions that would allow management to demote a promoted employee into any position for which management felt they were qualified/met the qualifications for if they were not successful in the new position

## What We NEGOTIATED!

- We fought off management and got better language for the probationary language definition.
- We agreed that rehires will serve a working test period.



# VACATION (ARTICLE 13.1.F.2)

- Changed scheduling period from Jan through Dec to Feb through Jan.
  - Currently employees request vacation in September for the following January through December.
  - Now employees will request vacation in September for the following February through January.
    - The first year this is in effect employees with request Jan 2027-Feb 2028 during the Sept 2026 window.
  - This results in being able to request the entire holiday season in one request period.



# USA (ARTICLE 15.3.D.8)

- **New Language: Available USAs work in their own units unless the need is in another unit.**
  - The change is that you can be floated if you sign up for USA (right now you cannot be floated)
  - The result is DO NOT sign up for USA if you do not want to be floated!



# SCHEDULING PRACTICES (ARTICLE 14.15)

## Management Proposed

- **Complete control of how to staff a clinical department**

## What we **NEGOTIATED!**

- Retained ability for part timers to fill in for long-and short-term leaves before per diems
- Part timers can no longer bump per diems within 72 hours.
- Long-and short-term leaves are better defined in this language.



# HOLIDAYS (ARTICLE 8)

## Management Proposed

- Multiple attempts to clarify holiday language
- Limiting sick time around holidays (would not be paid for holiday if you used a sick day before, on, or after)

## What We NEGOTIATED!

- Clarified language of the article with reorganization
- Clarified between salaried and hourly employees (formerly defined as Tier 1 and Tier 2)
- Switched the order for hourly employees so default is to receive pay rather than comp time (comp is still an option if you manually select it)
- Made it easier for all employees to request payout of comp time



# LAYOFF LANGUAGE (ARTICLE 20.10)

## Management Proposed

- Shortening the notice period.
- Eliminating notice for research and eliminate layoff meeting for non-renewals
- Eliminating the contractual right for prior notice of layoffs to UHP (which gives union time to help member with layoff planning)

## What We **NEGOTIATED!**

- Fought off **ALL** changes!
- **NO** change to current language!



# **DEPENDENT CHILDREN TUITION WAIVER (ARTICLE 21.9)**

- **Death benefit for continuing college tuition waiver in the event that the member passes away while dependent is enrolled in the dependent waiver program (see TA for details)**



# **BEREAVEMENT (ARTICLE 11.1F)**

- **Two (2) additional bereavement days for spouse, parent, or child including those step relations (for a total of FIVE)!**
- **Three (3) days of bereavement continue for the remaining covered familial relations**



# RATING SYSTEM AND JOB CLASSIFICATIONS

## Management Proposed

- **COMPLETELY** eliminating what we have in our contract (OJE language)
- Replacing with a system **ENTIRELY** favorable to management

## What We **NEGOTIATED!**

- Retained important language on the rating committee proposal and added language to allow us to continue to look for a better system.



# UNION RELEASE TIME (ARTICLE 12.2)

## Management Proposed

- **NOTHING!**
- **1,500 hours**
- **1,625 hours**

## What We **NEGOTIATED!**

- We initially proposed 1 hour for each bargaining unit member (roughly 3,500 hours).
- We settled on **1,625 hours**, an increase from our current 1,350 hours.



# ON CALL PAY FOR HOURLY EMPLOYEES (ARTICLE 15.4D.1)

## Management Proposed

- Current language (\$4/hour), not interested in our proposal of increasing on-call pay rates
- Would not agree to discuss salaried employees on-call

## What We NEGOTIATED!

- On-call pay is \$4 per hour, or \$10 per hour for hours scheduled beyond 60 in a week.
- Most people who work on-call for a weekend will put them over the 60 hours



# **CONFERENCES / WORKSHOPS (ARTICLE 21.4.E)**

- Increased conference and workshop reimbursement from \$450 to \$750 per year!
  - Employees in their working test period no longer qualify.



# MOAS (NEW ARTICLE 25.1)

## Management Proposed

- Refused to negotiate and didn't seem to understand the impact of it on the institution and our members.

## What We NEGOTIATED!

- Continue all MOAs for the life of the agreement except those that have an end date or those that have the right to end with prior notice.
- *Management was reminded multiple times of MOAs that are crucial to this membership.*



# MISC. WINS

- Eliminated mandatory AIDS screening from contract (Article 19.12)
- Streamlined grievance language (Article 6.4 and 6.5)
- Method for seniority tiebreaking has been simplified (Article 13.1.f.6 and 27.1)
- Clarified night shift menu options to reflect current practice (Article 14.12.b)
- New section- Those on caregiver FMLA must use their accruals (Article 11.5)
- Health and Safety- parties will discuss safe storage and disposal of hazardous materials (Article 19.6)
- Updated to correct ANM pay- housekeeping item, not a change (Article 14.2b)
- Shift length and frequency for APPs will vary based on department (this is new language and will replace Article 23.4)



# THINGS WE FOUGHT HARD FOR (AND DIDN'T GET)

- Getting the Recruitment and Retention RN MOA in the Contract (Critical Care Stipend)- we still have this as an MOA!
- Article 15- Mandation Language to limit sequential mandation days for safety
- Safe staffing law memorialized in the contract
- Getting teleworking policy into the contract
- Paid 15-minute breaks
- Expanding and adding steps (beyond 10 steps)
- Regulation of special payroll position usage
- Increasing and revising different types of pay incentives
- More vacation time for hourly employees (to match salaried employees)
- Defining operational needs
- Float pay for PSR, COA, MA
- APP, CRNA, Radiology needs (differentials, scheduling, preceptor pay, etc)



# FAQS

- Are new employees eligible for GWI and Step Increases? Is top step still \$1200 lump sum?
  - New employees are eligible for the GWI if you are employed by the date of the contract signing. Employees must be employed for 6 months to be eligible for Step Increases. Yes, top step lump sum is still \$1200.
- When will retro be processed?
  - It will not be processed until after the signing of the contract. We will be sure to make an announcement so you can change your deductions if you desire!
- Are we still working to evaluate positions for market adjustments?
  - Yes! The union will be working with management through the OJE language that we fought to keep through the ratings and reclass committee. There is already a long waitlist for training for this committee, with officers being first on the list for training.
- When does the tuition window open for applying?
  - July 1 of each fiscal year
- Nursing MOA- Critical Care Stipend
  - This was not able to be put into the contract, however we still have an MOA agreement. This means we can continue to fight! It was NOT ended!



# UHP ENDORSES RATIFICATION

- The UHP Executive Committee and the Negotiations Committee endorse this contract.
- Both committees recommend that you vote “Yes” to ratify the contract.

