

AGREEMENT

BETWEEN

CARRIS HEALTH-RICE MEMORIAL HOSPITAL

AND

AFSCME COUNCIL 65, LOCAL 105

January 1, 2019 through December 31, 2021

TABLE OF CONTENTS

	PAGE
ARTICLE 1. SCOPE AND DEFINITIONS.....	1
ARTICLE 2. HOURS OF DUTY.....	2
ARTICLE 3. SALARIES AND DIFFERENTIALS.....	4
ARTICLE 4. PAID TIME OFF.....	5
ARTICLE 5. HEALTH PROGRAM.....	6
ARTICLE 6. AFFORDABLE CARE ACT.....	8
ARTICLE 7. NON-DISCRIMINATION.....	9
ARTICLE 8. LEAVES OF ABSENCE.....	9
ARTICLE 9. IDENTIFICATION.....	10
ARTICLE 10. GRIEVANCE PROCEDURE.....	10
ARTICLE 11. PROBATIONARY PERIOD, SENIORITY, EVALUATIONS.....	13
ARTICLE 12. OTHER CONDITIONS.....	15
ARTICLE 13. PAY FOR WORKING ON A DEFINED HOLIDAY.....	15
ARTICLE 14. UNION MEMBERSHIP.....	15
ARTICLE 15. JOB POSTING.....	17
ARTICLE 16. HOSPITAL AUTHORITY.....	17
ARTICLE 17. WAIVER.....	18
ARTICLE 18. LABOR MANAGEMENT COMMITTEE.....	18
ARTICLE 19. DISCIPLINE.....	18
ARTICLE 20. SAVINGS CLAUSE.....	19
ARTICLE 21. NO-STRIKE OR LOCKOUT.....	19
ARTICLE 22. DURATION AND RENEWAL.....	20
LETTER OF UNDERSTANDING.....	21

Part-Time Employees Eligible for Insurance

<i>Coverage level</i>	<i>Employer contribution towards the premiums**</i>
Single	80%
Employee plus child(ren)	70%
Employee plus spouse	70%
Family	70%

** In all cases, the Employer contributions identified in the tables above are based upon the lowest available premium where the employee qualifies for and obtains the full or maximum premium discount (or otherwise meets all qualifications for the lowest available premium). In the event that the employee declines or fails to meet all qualifications for the lowest premium available, the employee shall be responsible for paying the difference between the lowest premium available (based upon the full or maximum discount (or meeting all qualifications for the lowest premium available)) and the premium that applies to the employee by virtue of not meeting all qualifications for the full or maximum discount (or not meeting all qualifications for the lowest premium available).

- 5.3 The Hospital shall provide and pay the full cost of a group term life insurance program for full-time nurses and part-time nurses averaging forty (40) or more compensated hours per two (2) week payroll period. The amount of coverage shall be equal to one times an employee's annual salary. This shall be calculated by multiplying an employee's hourly base wage by 2,080 hours and by the employee's full-time equivalency (FTE) and rounding to the nearest thousand to a maximum of \$200,000.
- 5.4 Dental Insurance: The Employer will provide a dental insurance program to employees. Effective January 1, 2019, eligible employees may elect to be covered by the Carris Health non-contract dental insurance program as it may be amended from time-to-time. Employees who are eligible and elect dental coverage shall pay the same amount towards the monthly premiums as the Carris Health non-contract employees. Coverage for eligible employees who elect dental insurance will commence on the applicable date as provided by the terms of the plan.
- 5.5 The Hospital shall make available at nurse's expense, a long-term disability insurance program consistent with the Hospital's program for unorganized employees.

ARTICLE 6. AFFORDABLE CARE ACT

- 6.1 In the event the health insurance provisions of this Agreement fail to meet the requirements of the Affordable Care Act and its related regulations or cause the Employer to be subject to a penalty, tax or fine, the Union and the Employer will meet immediately to bargain over

AFSCME 3296 and 105

- **Paid Time Off (PTO) included in signed Tentative Agreement**
 - ✓ PTO accruals moving to the CentraCare PTO structure – effective 3/18/19
 - Although CentraCare has full-time and part-time PTO accruals, Carris Health employees (employed on or before ratification date of AFSCME 3296 and 105 contract) will move to the CentraCare FULL-TIME accruals
 - Current Part-time employees will continue to have the same PTO accrual rates as Full-time employees – and will earn PTO based on hours worked. (employed on or before ratification of AFSCME 3296 and 105 contract)
 - **Current Carris Health employee's accrual will stay the same or increase – no one's PTO accrual will be reduced**
 - Employees currently earning 36 days or 41 days of PTO will remain at those frozen levels (80 hours/pp)
 - ✓ Going forward, PTO years of service will be calendar based (rather than 2080 hours) not retroactive
 - ✓ Employees regularly scheduled as a 0.75 FTE (30 hours per week) and higher considered full-time for PTO; Employees regularly scheduled as a 0.4 FTE (16 hours per week) or higher considered benefit eligible.

2018 Carris Health PTO accruals (80 hrs/pp)

Years of Service	Annual PTO in days	Accrual Rate Per Hour Worked	Maximum PTO hour accrual
0-2.9	21	.0808	320
3-4.9	26	.1000	320
5-9.9	31	.1192	320
10-19.9	36	.1385	320
20 +	41	.1576	320

2019 Full-time – Level 1 Positions (80 hrs/pp)

Years of Service	Annual PTO in days	Accrual Rate Per Hour Worked	Maximum PTO hour accrual
0-1	18	.069231	320
2-5	23	.098462	320
6-9	28	.107693	320
10-14	33	.126924	320
15-19	34	.130770	320
20 +	35	.134616	320

(see reverse for PTO accruals after ratification date)

