

SUMMARY OF AGREEMENT

SEIU HEALTHCARE PA

COMMONWEALTH OF PA

July 1, 2023 to June 30, 2027

1. Holidays – Add Juneteenth and change Columbus Day to Indigenous Peoples Day, Carry over holiday time longer “may be carried ten (10) pay periods into the next calendar year.”

2. Emergency Leave – Remove limit that first two days use up extraordinary leave, remove language limiting days to 8 hours so long as you have AL leave to cover the whole shift if it’s 12, and remove this *“however, absence requests may be denied if such absence would create significant or serious operational impacts.”*

3. Sick Leave - Allow new hires to anticipate 3 days.

4. Vacation and Holiday Templates – Put template local agreements in contract.

5. Job Postings in NeoGov for 7 days instead of 10.

6. Comp Days – Can be carried 10 pay periods into the following year before cashed out.

7. Article 25.17: Move Into New Job – Employees will be moved into new jobs in 60 days from when awarded the bid.

8. PRNs covered by Just Cause –After working 1040 hours as a probation they can grieve discipline to Step 1and Step 2.

9. Travel Expenses – If you don’t pay off Corporate credit card, Management can deduct payments from paycheck.

10. Bargaining Committee – Switch “R” days to be paid to attend Negotiations.

11. Clean-Up Language – Change “credited service” to “eligibility points” in several places and confirm dates for periods of War.

12. Mandatory Overtime – Won language on Act 102 in contract so we can grieve at Step 1 and Step 2 and then use Dept. of Labor & Industry to determine if mandate was illegal. If Commonwealth settles or pays fine the member who was mandated will receive a Comp Day equal to time mandated.

13. Health Insurance – Commonwealth will increase it’s contribution by 10% this year and 2024 and 3% in 2025 and 2026. Employee contribution increases **.25%** in 2023 and 2026 if in Get Healthy – (.5% if not). Additional wage increase of .25% in 2025 to cover the increase in 2026.
(Turn over for information on wages).

SUMMARY OF TENTATIVE AGREEMENT

SEIU HEALTHCARE PA

COMMONWEALTH OF PA - July 1, 2023 to June 30, 2027

WAGES

Certification Pay – Increase from \$350 to \$500 and pay a 3rd certification if required.

Retention Incentive – \$1,000 for 3 years and 4th if retention still an issue.
Add IPRN and DIS

Top Step Employees will receive retention incentive of \$3,000 in 2024, 2025, and 2026.
Optional Retention Incentive in 2027 of \$2,000 if retention still an issue.

STEP INCREASES EACH YEAR – move one step in January each year with those at Step 20 receiving 2.25% lump sum bonus in lieu of step movement.

WAGE INCREASE TO WAGE SCALES AND PRN RATE

- July 1, 2023 5%
- July 1, 2024 2%
- July 1, 2025 2.25%
- July 1, 2026 2%

FIRST YEAR – 5% PLUS 2.25% STEP INCREASE EQUALS 7.25%

Side Letter on Dept. of Health and DOC Central Office RNs – minimum start rate moves to Step 5 upon hiring employee after January 1st or no later than April.

Step 1:

Dept. of Health current \$31.63 to \$36.26 – 14.6% increase

*A DOH nurse at step one today goes from \$61,687 to \$80,379 over 4 years
30% over 4 years*

Step 10:

Current \$38.57 goes to \$40.50 and with steps to \$47.05 by 2027 - 22% over 4 years.

Step 20:

- Current \$48.04 goes to \$50.44 and to \$53.66 in 4 years to \$111,612
- 11.7% over 4 years – plus \$9,741.99 in lieu of steps and up to \$11,000 in retention = \$20,741.99
- Average Increase 20.7% or \$8.02 or \$16,689.86 over 4 years



We delivered our unity petition and highlighted our core priorities to Management, July 2023