

Bartlett Regional Hospital

3260 Hospital Drive, Juneau Alaska 99801 907.796.8900

www.bartletthospital.org

Date: May 17, 2021

To: City and Borough of Juneau Assembly

Thru: Duncan Rorie Watt
City Manager

From: Dallas Hargrave
Human Resource Director

Re: Request for Ratification of ILWU Tentative Agreement and to Apply Terms to Unrepresented Employees.

Bartlett Regional Hospital representatives and the International Longshore and Warehouse Union (ILWU), Health Care Unit 2201, reached tentative agreement on a three-year collective bargaining agreement on April 29, 2021. The contract will take effect on January 1, 2021 and conclude on December 31, 2023. Monetary terms will be implemented on the pay period for the first payday after July 1, 2021.

The Health Care Unit 2201 is currently in the process of voting to ratify the tentative agreement. This request is for ratification of the tentative agreement and is conditioned on ILWU ratification of the tentative agreement.

The tentative agreement contains annual cost of living increases to the pay schedule for the three years of the contract. In addition, there were some operational changes which do not have a monetary impact. I have attached a summary sheet of changes for your review.

Economic Changes:

All economic terms will be effective the first payday of the relevant fiscal year.

Wages and Pay:

FY2022: The parties bargained a 2% increase to the pay schedule that is effective the first payday in July 2021.

The parties additionally agreed to a one-time lump sum payment of \$1000 per full time employee and \$500 for each part time, casual, and PRN employee who is employed on June 1, 2021 to be paid the first payday in July 2021.

FY2023: The parties bargained a 2% increase to the pay schedule that is effective the first payday in July 2022.

FY2024: The parties bargained a 1% increase to the pay schedule that is effective the first payday in July 2023.

Health Insurance

There are no substantive changes to the Health Insurance provisions. Employees will contribute toward their chosen health insurance tier at the same rate as employees of the City and Borough of Juneau. The employer contribution rate is not set in the collective bargaining agreement.

Summary of Economic Terms:

	Estimated Cumulative Additional Costs Bargaining and Non-Represented (including 30% benefits estimate in wages)	
	Wages	Lump sum
FY 2022	\$978,000	\$570,000
FY 2023	\$2,035,000	
FY 2024	\$2,636,000	
Total		\$6,219,000

Operational Changes:

There were operational changes that involved clarifying language and adding or subtracting terms of the Collective Bargaining Agreement. These changes are summarized in the attached document.

Conclusion:

Overall contract negotiations were constructive and productive. HR Director Dallas Hargrave, Chief Operations Officer Billy Gardner, Chief Behavioral Health Officer Bradley Grigg, Surgical Services Director Jim Jurrens, and HR Manager Cindy Carte participated on the bargaining team on behalf of Bartlett Regional Hospital.

Request for Action:

On behalf of Bartlett Regional Hospital, I respectfully request that the Assembly ratify the terms of this three-year contract, conditioned on ratification by ILWU. Upon Assembly and union ratification, Bartlett Regional Hospital will apply the same economic terms to non-represented positions that do not otherwise have an employment agreement in place.