

**Summary of Changes
BRH/ILWU Tentative Agreement
May 5, 2021**

Article	Summary of Changes
Preamble	No changes
1 - Recognition	No changes
2- Union Security	Update language to align with the US Supreme Court <i>Janus</i> case, which gives bargaining unit members the option to pay or not pay union dues.
3 – Check/Off Dues	3.011: Clarification of current practice of when bargaining unit members can opt out of paying union dues. 3.06: Adding a provision that allows the union to open discussions regarding replenishing the union leave bank if the balance gets below \$7000.
4- Mgt. Rights	No changes
5 – Compliance with Laws	No changes
6 – Hiring and Seniority	6.01: Requirement for employer to provide new employees with rate of pay. 6.02: Further clarification of the definition of the probationary period. 6.021: An employee who obtains permanent status in one job class and becomes probationary in another job class is permanent with the organization and has rights to the grievance process if terminated. 6.023: Clarification regarding probationary status when changing job classes. 6.025: Allows a transfer to a different position while on probation if the transfer is in the best interest of the employer.
7 – Uninterrupted Patient Care	No changes
8 – Grievance Procedure	8.04: Language change regarding representation if not dues paying member related to Janus
Article 9 – Hours of work	9.02: Clarification regarding innovative work agreement. 9.0411: Premium pay not applicable for situations where employee’s schedule changes to their advantage.
10 – reserved	
11 – Wages	11.041: Housekeeping language changes to articulate current practice for step placement for rehiring previous employees. 11.05: Change of 30 to 15 days for notice to union of changes of positions. 11.08: Housekeeping change to make easier to understand. 11.11: Documenting charge pay that is already occurring. 11.13: Updating certification pay language to provide clarification. 11.171: Incorporating float pay guidelines into CBA.
12 – Employee Evaluations	No changes
13 – Floating/shift rotations	No changes

Summary of Changes – Revised May 5, 2021

14 – Jury/Witness Duty	No changes
15 – Conscientious Objection	No changes
16 – Holidays	No changes
17 – Personal Leave	Housekeeping changes
18 – Other paid leave	Articulating deadlines for education leave and professional leave.
19 – Leaves of Absence	No changes
20 – FMLA	No changes
21 – Health Exams	Housekeeping language change to reflect requirements for health screening
22 – Confidential Information	No changes
23 – Union access/bulletin boards	No changes
24 – Discipline/ Employee Responsibilities	No changes
25 – Patient Transport	Employee doing patient transport will be paid for time worked, and a minimum of eight hours a day. Employer will pay for expenses and lodging for travel.
26 – Health & Welfare	No changes
27 – Pensions	No changes
28 – Misc Deductions	Remove article—no longer relevant.
29 – Savings Clause	No changes
30 – Conclusion of Bargaining	No changes
31 – Term of Agreement	3-year contract starting on January 1, 2021
32 – Labor Management Committee	Provision to formalize a process for HR and union to meet to work through issues.
Appendix A	Wage increases over three years: 2%, 2%, 1%. \$1000 lump sum for full time employees; \$500 lump sum for part time, casual, or PRN

