



## HUMAN RESOURCES & RISK MANAGEMENT DEPARTMENT

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# MEMORANDUM

Date: May 29, 2018

To: City Assembly

Thru: Duncan Rorie Watt  
City Manager

From: Dallas Hargrave  
Human Resources & Risk Management Director

Re: Request for Ratification of ILWU/BRH Tentative Agreement and to Apply Terms to Unrepresented Bartlett Regional Hospital Employees.

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Bartlett Regional Hospital and the International Longshore and Warehouse Union, Health Care Unit 2201, reached tentative agreement on a three year collective bargaining agreement on April 24, 2018. The contract will take effect on January 1, 2018 and conclude on December 31, 2020.

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 pay day of the relevant fiscal year.

### Wages and Pay:

FY2019: The parties bargained a 1.5% increase to the pay schedule that is effective the first pay day in July 2018.

A new form of premium pay was added to incentivize employees to gain competency to float to different units and float to different units more frequently. It is estimated that the cost savings from decreased overtime and traveler use will offset costs of this premium pay. This form of premium pay will remain in the agreement throughout the three years.

FY2020: The parties bargained a 1% increase to the pay schedule that is effective the first pay day in July 2019.

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FY2021: The parties bargained a 1% increase to the pay schedule that is effective the first pay day in July 2020.

#### 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 in FY 2019 will remain at \$1386 per employee per month.

#### **Summary of Economic Terms:**

	Estimated Cumulative Additional Costs Bargaining and Non-Represented (including 30% benefits estimate)
<b>FY 2019</b>	\$800,000
<b>FY 2020</b>	\$1,383,000
<b>FY 2021</b>	\$2,000,000

#### **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 table.

#### **Conclusion:**

Overall contract negotiations were constructive and productive. HR Director Dallas Hargrave, Chief Clinical Officer Billy Gardner, Assistant Chief Clinical Office Rose Lawhorne, Medical Surgical and Infusion Therapy Director Liz Bishop, and HR Managers Kelly Mercer and Cindy Carte participated on the bargaining team on behalf of Bartlett Regional Hospital.

#### **Request for Action:**

We respectfully request that the Assembly approve the terms of this three year contract.