



Washington Township Health Care District

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Kimberly Hartz, Chief Executive Officer

Board of Directors

Jacob Eapen, MD
William F. Nicholson, MD
Bernard Stewart, DDS
Michael J. Wallace
Jeannie Yee

BOARD OF DIRECTORS' MEETING

Wednesday, September 23, 2020– 6:00 P.M.

Meeting Conducted by Teleconference

Dial In: 1-510-818-5900 Access Code: 6736 #

AGENDA

PRESENTED BY:

- | | |
|---|---|
| <p>I. CALL TO ORDER & PLEDGE OF ALLEGIANCE</p> | <p>Michael Wallace
Board President</p> |
| <p>II. ROLL CALL</p> | <p>Dee Antonio
District Clerk</p> |
| <p>III. COMMUNICATIONS</p> <p>A. Oral
<i>This opportunity is provided for persons in the audience to make a brief statement, not to exceed three (3) minutes on issues or concerns not covered by the agenda. "Request to Speak" cards should be filled out in advance and presented to the District Clerk. For the record, please state your name.</i></p> <p>B. Written</p> | |
| <p>IV. ACTION</p> <p>A. Consideration of Resolution No. 1216 SEIU Memorandum of Understanding</p> | <p><i>Motion Required</i></p> |
| <p>V. ANNOUNCEMENTS</p> | <p>Kimberly Hartz
Chief Executive Officer</p> |
| <p>VI. CLOSED SESSION
<i>In accordance with Section 1461, 1462, 32106 and 32155 of the California health & Safety Code and Sections 54962 and 54954.5 of the California Government Code, portions of this meeting may be held in closed session.</i></p> <p>A. Conference involving trade secrets pursuant to Health & Safety Code section 32106</p> <p>B. Report of Medical Staff and Quality Assurance Committee, Health & Safety Code section 32155</p> | <p>Kimberly Hartz
Chief Executive Officer</p> |
| <p>VII. OPEN SESSION</p> <p>Report on Closed Session</p> | <p>Michael Wallace
Board President</p> |

VIII. ADJOURNMENT

Michael Wallace
Board President

In compliance with the Americans with Disabilities Act, if you need assistance to participate in this meeting, please contact the District Clerk at (510) 818-6500. Notification two working days prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to this meeting.



Memorandum

DATE: September 21, 2020

TO: Board of Directors, Washington Township Health Care District

FROM: Kimberly Hartz
Chief Executive Officer

SUBJECT: **Summary of Contract Negotiations with
Service Employees International Union (SEIU)**

We concluded the contract negotiations for a successor Memorandum of Understanding with the Service Employees International Union (SEIU) and the members voted to ratify the settlement terms on Thursday, September 17, 2020.

The Service Employees International Union (SEIU) consists of multiple service worker job classifications such as Certified Nursing Assistants, LVN's, employees in Environmental Services, Dietary, Laundry, Respiratory Therapists, Surgical Technicians, and other support technician roles and has approximately 316 benefitted and 232 per diem employees for a total of 548 members.

I am proposing that the Board of Directors approve the terms agreed upon between Washington Hospital Healthcare System and the Service Employees International Union (SEIU) as summarized below.

Wages/Contract Term

Three year contract term – July 1, 2020 – June 30, 2023

For the first year of the contract, SEIU employees will receive a 2.75 % increase to their base wages. The first increase will be of 1.5% to the base wage rates effective retroactive to July 1, 2020 and on January 1, 2021, another 1.25% increase to the base wage rates .

For the second year of the contract, SEIU employees will receive a 3.0 % increase to their base wages. The first increase will be of 1.5% to the base wage rates effective July 1, 2021 and on January 1, 2022, another 1.50% increase to the base wage rates .

For the third year of the contract SEIU employees will receive a 3% across the board increase to their base wage rates effective July 1, 2022.

The Agreement also adds new classification, Respiratory Care Practitioner III, to the list of job classifications eligible to perform precepting and receive a preceptor pay premium of \$2.50 .

In addition, the Agreement also adds a new category of employees in the Laundry Department (Washer Operators) for eligibility to be paid a "Heavy Duty Differential" of \$2.50/hour.

Non-Economic Language

The Agreement also provides for some minimal language modifications which include:

- Revisions to the union membership article for consistency with current law;
- Restatement of progressive discipline in the contract consistent with current Washington policies;
- Revisions to the seniority article to provide per diems with priority for open vacancies similar to those for full and part time employees when applying for job vacancies within their departments
- Addition of a side letter regarding the communications with and supplying of PPE, to the degree available, to employees during COVID pandemic. This COVID side letter also provides that Washington will pay for hotel rooms for up to 14 days, when requested, for employees who have contracted COVID on the job.

Benefits

The Agreement also provides employees who have a covered spouse on another medical plan with the option to waive coverage under Washington's medical plan and in turn receive a waiver credit of \$70 per pay period.

Total Cost

The total cost of the three-year contract will add an expense of \$4,949,788 to the bottomline.

RESOLUTION 1216
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)

Washington Township Health Care District, a local health care district, does hereby resolve as follows:

Attached hereto is a List of Amendments to the current Agreement that will be incorporated into a new Memorandum of Understanding by and between the designated representative of Washington Hospital, that being the Chief Executive Officer, and the Service Employees International Union (SEIU), a recognized majority representative under the terms of Board Resolution 331A.

The terms and conditions of the attached List of Amendments will be implemented in their entirety effective on the various dates specified with the Memorandum.

Passed and adopted by the Board of Directors of Washington Township Health Care District this 23rd day of September, 2020, by the following vote:

AYES:

NOES:

ABSENT:

Michael Wallace
President of the Washington Township
Health Care District Board of Directors

Bernard Stewart
Secretary of the Washington Township
Health Care District Board of Directors