



ABHS Tentative Agreement Summary

Economic gains:

- Starting wages for a majority of classifications will be increasing between 2 and 30 percent, on average a \$2.00 an hour increase (SEE STARTING WAGE CHART IN ARTICLE 29)
- On July 1, 2021, after adjusting for increase in starting wages, the following cost of living adjustments will be made:
 - 1 full year of service as of July 1, 2021: 1.5%
 - 2 full years of service as of July 1, 2021: 2%
 - 3 full years as of July 1, 2021: 2.5%
 - 4 full years of service as of July 1, 2021: 3.0%
 - 5 to 10 years of service as of July 1, 2021: 3.5%
 - 10+ years of service as of July 1, 2021: 4%
- On July 1, 2022, the following cost of adjustments will be made:
 - Years one through three (1-3) of service as of July 1, 2022: 1.5% COLA
 - Years four through nine (4-9) of service as of July 1, 2022: 2% COLA
 - Years ten plus (10+) of service as of July 1, 2022: 3% COLA
- Longevity raises of \$.50 will be awarded for employees on their anniversary dates for the following years: 1, 3, 5, 8, 11, 14, 17, 20.
- Employees working in the COVID Isolation Unit will receive an additional rate of 30% of the employee's base hourly wage for the entirety of the shift.
- Employees who are assigned to the medication cart will receive additional pay of \$1.00 per hour in the year of this CBA and \$1.50 in the second year of this CBA. Currently Medication Cart Pay is fifty (.50) cents.
- Evening shift differential increased to one (\$1.00) dollar an hour from fifty cents (\$0.50).

- Night shift differential increased to (\$2.00) dollar an hour from seventy-five cents (\$0.75),
- NEW! Shift differential of two (\$2.00) an hour for weekend shifts.
- Increase in the employer's contribution to healthcare premiums for those with dependents (SEE ARTICLE 28 BENEFITS)
- Increased vacation hours.

Previous CBA Vacation Accrual:

During the first year of employment	After six (6) months, twenty four (24) hours
During the second year of employment	Eighty (80) hours per year
During the third through sixth year of employment	One hundred twenty (120) hours per year
During the seventh through tenth year of employment	One hundred forty (144) hours per year
During the eleventh through the fourteenth year of employment	One hundred sixty (160) hours per year
During the fifteenth year of employment and thereafter	Two hundred (200) hours per year

New Vacation Accrual:

Years of Employment	Hours of Vacation
During the first year	After six (6) months, twenty-four (24) hours
During the second year	88 hours per year
During the third and fourth years	120 hours per year
During the fifth and sixth years	144 hours per year
During the seventh and eighth years	168 hours per year
During the ninth and tenth years	176 hours per year
During the eleventh through fourteenth years	192 hours per year
During the fifteenth year and after	240 hours per year

- Vacation cash out option added.
- Sick leave conversion to vacation option added.

- Bereavement leave increased from two (2) to five (5) days.
- NEW! Four hours of leave accrued for every month of perfect attendance.

Other Gains:

Article 5 (Non Discrimination)

- Updated to reflect new state laws on discrimination.

Article 7 (Hours of Work and Overtime)

- Adds a new Low Census Notice section! Requires a *minimum 5 days' notice* of involuntary reduced hours due to low census. If the Employer fails to make a good faith effort to notify the employee of a shift cancellation and the employee reports to work, the Employer is required to pay a full day's pay for the shift.
- Employees can access daily low census reports including patient numbers and current workforce needs, upon the employee's request to HR.

Article 8 (Employee Training and Development)

- Employer must provide the training plan and new hire onboarding checklist at orientation. Training requirements for each classification must be consistent throughout the agency. Includes annual review of training plans by the Employer and prompt notice to the employee and Union if training plans are changed or updated.
- Adds new Training or Professional Development Opportunities section. Language allows employees or supervisors to identify training and professional development opportunities.
 - Employees must be granted necessary equipment and reasonable time separate from regular job duties during their regularly scheduled shift to complete any required self-guided training.

Article 10 (Employee Files)

- Reduces retention period for disciplinary action records in the personnel file from 5 yrs to 3 yrs!

Article 13 (Discipline)

- Clarifies that corrective action is not discipline. As part of the correction action process, requires the Employer to provide the employee with a correction plan that includes

expectations and the timeframe for improvement. Ensures confidentiality extends to corrective action.

- Requires notice of any contemplated discipline to be provided to the employee at least seven days before the pre-disciplinary meeting.

Article 14: Safety and Health

- Added language about recording and posting minutes from the Safety Committees and creating opportunities (through providing forms) for employees to formally document safety concerns.
- Employees participation in Safety Committees is time worked. Employees may request work schedule adjustments to attend the meetings.
- Safe working condition section encourages employees to report unsafe working conditions and ensures that employees who report any safety concerns will not be subject to retaliation for their reporting. This language adds a protective barrier for employees who would like to report unsafe working conditions.
- Alternate work site arrangements for those whose worksite is deemed hazardous by L&I. Mileage reimbursed if traveling to an alternative work site. If alternative work site is not possible, employees are sent home and will receive regular pay for all time they were scheduled to work on the day of the incident. For additional days, the employees may use any form of accrued leave as appropriate.

Article 15: Employee Leave

- An employee may now use sick leave to also take care of a child-in-law, e.g., the spouse/ex-spouse of your child.
- The employer must make a good faith effort to return employees returning to work following a period of short-term leave (under 30 days) to the same assigned areas.

Article 17: Family and Medical Leave

- Washington Paid Family and Medical Leave: Updated Language Reflecting Washington State's Paid Leave