

# 2018-2022 SHARE-UMass Memorial



## Proposed Contract Highlights



This is a summary of the tentative changes to the contract. They will take effect if a majority of SHARE members vote “Yes” to ratify the contract. The SHARE Negotiating Team encourages you to vote Yes!

In our survey last year, SHARE members said that raises and holding on to health insurance and the pension were your top priorities. This contract delivers good raises and benefits for 4 years. The contract would expire 9/30/2022.

### No Changes to Health Insurance and Pension

No changes during the life of this contract in:

- Health insurance co-pays or
- The premium split for health insurance (SHARE members pay 15% and the hospital pays 85% of the lowest cost plan) or
- The defined benefit pension or the 401K match.

### Raises

**The proposed agreement has raises for four years. Each year it is 2.95% or \$0.60/hour, whichever is more for you. The \$0.60/hour gives a higher percentage to lower paid SHARE members.**

10/1/18 You either get:

**1% across-the-board raise      -or-      \$0.60/hour, whichever is bigger for you.**  
**+ platform raise**  
**= 2.95%**

The raise is for all current SHARE members, including at max cap (any amount over max cap is paid as a bonus).

**The raise is retroactive.** The retro amount will be paid out as a lump sum, based on hours paid since 9/30/18, including overtime.

10/1/2018 continued: Employees hired after 10/1/18 will get the across-the-board raise. They may also get a platform raise, depending on the experience they were credited with when hired. Call the SHARE office at 508-929-4020 with any questions.

10/1/19 You either get:

**1% across-the-board raise**      -or-      **\$0.60/hour, whichever is bigger for you.**  
**+ platform raise**  
**= 2.95%**

For all SHARE members, including at max cap (any amount over max cap is paid as a bonus).

10/1/20 You either get:

**1% across-the-board raise**      -or-      **\$0.60/hour, whichever is bigger for you.**  
**+ platform raise**  
**= 2.95%**

For all SHARE members, including at max cap (any amount over max cap is paid as a bonus).

10/1/21 You either get:

**1% across-the-board raise**      -or-      **\$0.60/hour, whichever is bigger for you.**  
**+ platform raise**  
**= 2.95%**

For all SHARE members, including at max cap (any amount over max cap is paid as a bonus).

### **Total raises for 4 years are over 12%**

(with compounding; unless you are over max cap and some of your raise is a bonus).  
Every SHARE member gets at least \$2.40/hour over 4 years.

## **Respect and Having a Say: Expanding Unit-Based Teams**

You may remember that in the last contract, we created Unit Based Teams (UBTs). UBTs have two goals: Improving patient care and improving SHARE members' day-to-day work experience. Right now there are 13 UBTs. Our new contract sets out a plan for 12 more UBTs next year. The hospital has also agreed to provide time so that SHARE members on the UBTs can meet. SHARE plans to expand UBTs until most SHARE members have them in their departments.

The most difficult part for UBTs, you won't be surprised to hear, is finding the time for the meetings and working on the projects. That's why negotiating a concrete time commitment was really important for this contract.

Before our last contract, SHARE members prioritized issues of respect and having a say at work. Unit-Based Teams are a concrete path to improve SHARE members' day-to-day experience. The contract describes that SHARE members and managers will learn to work together differently. The Supervisor/Manager role should evolve from directing the workforce to coaching, facilitating, and supporting the team. The SHARE member role should evolve to include improving the work as a full member of the team, improving job satisfaction.

## **Breaks: Clearer Contract Language**

The new contract has updated language about breaks. In some departments, SHARE members' experience is that it's difficult to take your 15- minute breaks, especially when it's busy. The updated language clarifies:

*In addition to the meal period, employees are to expect a rest period of fifteen minutes paid time for each half day worked. It is the intention of UMass Memorial and SHARE that employees regularly receive their rest periods, especially when individual workloads are increased due to volume or staffing issues.*

While it's not guaranteed SHARE members will receive their breaks every single day, the updated contract language provides an escalation process to address those times when you don't receive them more often than receiving them.

## **Workload and Staffing**

In our last contract, we negotiated for SHARE members to be able to have a discussion with the senior leader over their department about staffing levels. Some departments have already used this policy to generate productive results through discussions about staffing. In this contract, we updated the process with what we learned in the first 2 years.

We have made the process clearer, and provided more resources to the SHARE members and hospital leaders for these staffing conversations. If SHARE members have concerns about staffing levels, they can request meetings with their manager and up to the senior manager over their department. In these discussions, the managers should explain how the staffing levels are set, and the SHARE members can give input about how the level of staffing is working.

## **Discipline and Problem-Solving: A Review Process Continues**

A side table of negotiations looked at how our current discipline and problem-solving process works, and what could help us solve problems better. They made a set of recommendations to revise the contract language to make the process easier to understand. From SHARE's point of view, sometimes discipline has seemed intended as punishment. Instead,

*"When an employee is not meeting expectations, every possible effort will be made to work with the employee toward satisfactory improvement. Coaching and progressive discipline is, in most instances, intended to provide employees with the opportunity to make the change(s) needed with guidance and assistance from their supervisor.*

This review of discipline and problem-solving, along with training for those who use it most, will continue during the new contract.

## **Leaves of Absence: Updating the Contract Language**

The new contract doesn't change any leaves of absence that SHARE members are entitled to. However, the Leaves of Absence office has changed the process, in particular since the outside company that administers leaves of absence has changed to Absence One. The new contract language will help SHARE members better understand what they are entitled to if they need to take a leave of absence, and how to apply.

## **Contract Ratification Vote, and Questions**

SHARE members will vote on the proposed contract on April 23 and 24 – see the enclosed list of ratification dates and times by voting location. We are holding a series of contract information meetings before the ratification vote. The list of times and locations of those meetings is also enclosed.

Other questions? Contact your SHARE Rep or call the SHARE office at 508-929-4020. If you want to see the full language of the proposed changes, please visit the SHARE blog at [www.sharehospitalunion.org](http://www.sharehospitalunion.org).