

SHARE-UMass Memorial Medical Center

Tentative Contract Agreement Summary

October 1, 2022—September 30, 2026

Good news! Our SHARE Negotiating Team reached a tentative contract agreement with UMass Memorial. The next steps are for SHARE members to learn about what is in the agreement, and to decide what they think about it. The tentative contract takes effect if a majority of voting SHARE members vote “Yes” on November 14-17th.



Raises

6% or \$1.25 /hour, whichever is greater for each SHARE member, for Year 1 (retroactive to 10/30/22, not 10/1/22, see below)

5% or \$1.25 /hour, whichever is greater for each SHARE member, for Year 2 (effective 10/1/23)

4.5% or \$1.00 /hour, whichever is greater for each SHARE member, for Year 3 (effective 9/29/24)

4% or \$1.00 /hour, whichever is greater for each SHARE member, Year 4 (effective 9/28/25)

SHARE members must be on the payroll in a job in the SHARE Medical Center unit (which includes some Medical Group and UMMH employees) on the date of ratification (November 17, 2022) to get the raise. New SHARE members hired after October 1st may receive less than the full raise, depending on their years of experience.

We Traded Retro for a Better Raise

Our contracts expire on September 30th, so usually our raises come on October 1st each year. When negotiations go past the October 1st date, there may be a retroactive amount, which pays SHARE members as if the raise had gone into effect on time. This year, we went a month over the contract expiration date. (Sometimes it has taken much longer.)

The SHARE Negotiating Team traded the month of October’s retro to get a bigger raise sooner in the first year. The full 6% starts on October 30th – a bigger raise than we could have gotten on October 1st. Because we would only lose one month’s retro, and because SHARE members are always frustrated by the high rate of taxes on a retro check, the negotiating team used the opportunity to invest more in base pay. SHARE members get more money in their pocket for the year this way.

Since the raise won't be delivered until after the contract is ratified, there will be a few weeks of retro pay back to October 30th.

Raises to Base Pay for SHARE Members Who Are Close to the Max Cap

The max caps for all grades will go up each year of the contract, so that every SHARE member gets a raise to their base pay rate. They will get the full amount of the raise, but some of it will be as a cash bonus.

If the raise would increase your rate higher than the max cap of your grade, then your new rate is the max cap rate. Any amount greater than max cap is paid as a bonus. The bonus is the amount of your raise over max cap, multiplied for every hour you worked in the prior fiscal year, including overtime.

The max caps will increase each year as follows:

- Year 1: Max caps go up by 4.2% for all grades. A SHARE member whose pay is already at max cap will get a raise to base pay of 4.2% plus a bonus of 1.8%.
- Year 2: Max caps go up 3.2%. A SHARE member whose pay is already at max cap will get a raise to base pay of 3.2% plus a bonus of 1.8%.
- Year 3: Max caps go up 2.7%. A SHARE member whose pay is already at max cap will get a raise to base pay of 2.7% plus a bonus of 1.8%.
- Year 4: Max caps go up 2.2%. A SHARE member whose pay is already at max cap will get a raise to base pay of 2.2% plus a bonus of 1.8%.

If it were up to SHARE, everyone would always get the full raise to base. However, management thinks that every job should have a max. Over the years, we have arrived at a compromise.

Here's how it works: Every SHARE grade has platforms, and we negotiate so that every raise moves SHARE members up one platform toward the grade max cap to give credit for their additional year of experience. (Before the union, lots of people never got to the max in their grade.) The amount of the raise that moves SHARE members up a platform toward the grade max is about 1.8% (amounts vary slightly by grade). The amount of the raise that could be considered a "step" to move SHARE members up to max cap will be delivered as a bonus to those SHARE members who are already at max cap. The bonuses are counted toward your pension.

On-Call Pay Differential

The on-call pay differential increases from \$3.00/hour to \$4.00 on October 30, 2022, and from \$4.00/hour to \$5.00/hour in year 2.

Pay Rates for Job Titles that Are Too Low

Both SHARE and UMass Memorial agree that some job titles will still be underpaid compared to nearby employers for the same job, even after these raises. We have agreed that we will continue to meet to discuss "problems of retention, recruitment, and market competitiveness and decide

appropriate next steps.” This is not a guarantee that we will be able to fix the pay rates for every title, but at least we can talk to management about what the problem is and advocate for why it needs to get solved.

Stability in Health Insurance and Pension

The hospital did not propose any cuts to our health insurance benefits, or to our defined benefit pension or 401K match. For the next 4 years, SHARE members will pay only 15% of the cost of the HMO plan and the cost of co-pays will not increase. (The total health insurance premium cost does go up every year, which increases our 15% portion.) Your defined benefits pension plan will not change – that’s the pension that the hospital provides, which SHARE members you do not pay into at all.

SHARE proposed and UMass Memorial agreed that if UMass Memorial redesigns our existing benefits, SHARE will be involved in the discussions about any changes. With SHARE members’ voice in the room, changes are more likely to meet the needs of SHARE members and their families.

Career Training and Advancement

SHARE put a high priority on increasing SHARE members’ ability to learn and grow in their careers at UMass Memorial. The SHARE member survey showed that many SHARE members face barriers like the cost, the time, and knowing where to find information about career paths.

Tuition Assistance Increasing

SHARE and UMass Memorial discussed increasing the tuition reimbursement amounts. SHARE wants the hospital to reimburse up to \$5250 per year (the IRS limit) and to reimburse 100% of costs, not just a portion. We also discussed expanding what qualifies for reimbursement to include a SHARE member’s student loan repayment, and certification programs in addition to college credit classes. These discussions went well, but the final agreement must be approved by senior leadership before we can publicize it. We’ll keep you posted.

Building Career Pathways: The Work Continues

After this contract is completed, SHARE remains very committed to making career growth easier for SHARE members. UMass Memorial is putting a big emphasis on workforce development plans for the whole of UMass Memorial. We all understand that when staff have clear opportunities to move up and learn new things, they will be more inclined to come to work here and to stay working here. That is good for both the staff and for the hospital. SHARE and UMass Memorial have signed an agreement describing how we will work together on these goals going forward.

The Careers side table learned about training programs from labor-management partnerships at hospitals around the country. We are excited to work on:

- Supports and flexibility to make it easier for SHARE members to work and go to school at the same time.
- Internal career pathways for high-demand positions, potentially including radiology techs, respiratory therapists and RNs.
- External career pipelines to recruit to fill positions we need.
- Collaboration with Anchor Mission and with Diversity, Equity, Inclusion and Belonging efforts to make sure opportunities are open to all care givers.

Expanding Unit Based Teams – Having a Say in the Day-to-Day Work

Unit Based Teams are SHARE’s effort to improve how it feels to come to work. UBTs operate at the department level to involve SHARE members as respected partners in improving how the work gets done. SHARE and the hospital must agree on how many new teams we launch each year, and on the money to pay UBT Coaches to support the teams. The contract outlines a plan for 25 new UBTs each year, with a new coach to support 25 teams each time we expand.

Smaller Changes to the Contract

Leaves of Absence: Tidying Up the Options

Now that we have the Massachusetts Paid Family Medical Leave law, two old leaves of absence that were in the SHARE contract are not needed anymore. They both applied to employees with 6 to 12 months service who were not eligible for the federally mandated FMLA. The Personal Medical Leave was available to new employees hired after 2017, and the Company FMLA was available to staff hired before 2017. Now that Mass PFML is available to most employees from day one on their job, so the old leaves are not needed anymore.

The SHARE Negotiating Team side table on leaves of absence and absenteeism worked hard to understand all the ins and outs of the different leaves, which are incredibly complicated. We wanted to ensure that SHARE Members are not losing anything substantial by eliminating these two leaves of absence. Hopefully, this change will make leaves of absence a little simpler for everyone.

Bridging of Service for Re-hired SHARE Members

“Bridging” is the term we use when a SHARE member leaves and then gets re-hired within three years. SHARE negotiated bridging years ago so that someone who comes back doesn’t start over again for earned time accrual rates and seniority. The problem was that bridged re-hires were

brought back at their old pay rate, even if the pay grids moved up while they were gone. This made it hard to convince people to come back – and we all know that we need to fill as many positions as possible right now! We agreed to change it so that re-hires can potentially come back at the higher rates, depending on whether they have gained more experience by working in the field while they were gone.

Unresolved, but Agreements to Keep Talking

Despite many discussions, there were two issues we were not able to reach agreement on during negotiations but that the SHARE and UMass Memorial agree to keep talking about.

Promotion Increase

We agreed to continue to meet and discuss how we handle promotional increases and market adjustments for group and individual adjustments. SHARE is trying to change how the current contract language works because it limits the raise you get when you go up a grade to 5%.

Work from Home (“Remote Work”)

While the hospital created a policy making Work from Home permanent, SHARE and the hospital are still talking about a Work from Home policy for SHARE members. Key issues for immediate negotiation include: which states caregivers may work from and/or be hired from, retroactive equipment reimbursement for caregivers who were sent home starting in March 2020, and standards for temporary interruption to work from home capabilities. SHARE and UMass Memorial have agreed that we need to focus attention on this issue as soon as contract negotiations are finished.

The Complete New Contract Language

This is a summary of the changes to the SHARE contract. If you want to read the actual contract language, keep your eyes open for an email with a link to the full contract language.

Questions?

Watch your email for details about SHARE Information Meetings to answer any questions. We will also send a tool to make it easy to calculate how the pay increases would affect your individual pay rate in each year, and we will send you the details of voting on the contract. In the meantime, you can reach out to your SHARE Organizer or SHARE Rep, or email share.comment@theshareunion.org.