

# 2022 Wage Re-Opener Tentative Agreement Summary Gateways Hospital and Mental Health Center

**3.3% Across the board increase for all employees  
retroactive to February 1, 2022**

**W**e did it! After months of negotiations with management at Gateways Hospital and Mental Health Center, we've reached a Tentative Agreement on our wage re-opener. Our current Collective Bargaining Agreement ("CBA") included an opportunity to reopen the contract to address wage increases in the final year (the CBA runs until October 2022). We began those negotiations in October last year. Our initial proposals were met with some resistance, but our members stood strong and made the case with staffing shortages and stories of newer staff being hired at higher rates. Ultimately, we reached a Tentative Agreement that includes the following wins listed below.

**Your negotiating team recognizes the pressure our members are feeling with high inflation and competitive wages – and recommend approval of this tentative agreement to get some relief in your paychecks now!** We will then gear up for the bigger fight in full blown negotiations later this year!

## Tentative Agreement Overview

1. A 3.3% across the board increase for all employees, retroactive to February 1st, 2022
2. Equity increases for several staff who saw newer employees making more. While we weren't able to correct every instance and fully honor long term seniority, we agreed to deal with the balance of those issues in our upcoming CBA negotiations (scheduled to start around August 2022). About a third of the members will see this change in addition to the across-the-board increase!
3. Increasing the rate for those holding a Class B license to \$1.50/hour

**Tentative Agreement Review Meeting:  
Monday, May 2, 2022  
7 p.m. via Zoom**

**Ratification Vote Schedule:  
*Online voting:*  
May 3 - May 5  
*In-person voting at various locations:*  
May 3 - May 5**

**Contact for more information:  
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