

2022-2025 Tentative Agreement Summary Gateways Hospital & Mental Health Center

Strong New Contract Language Around Job Descriptions, Staffing, Disciplinary Action and More; Increase in Bilingual & Standby Pay & Step Increases

We did it! We've reached a Tentative Agreement with Gateways Hospital & Mental Health Center that includes increases to bilingual and standby pay as well as step increases. There is also stronger contract language around job descriptions, disciplinary actions, staffing, floating holidays and more. Our unity is our strength: Together We Win!

Your elected Gateways bargaining team recommends a YES vote.



Tentative Agreement Overview

NON-ECONOMIC WINS:

- New language requiring employer to give updated job descriptions to employees and discuss changes before they are implemented.

- New language around safe staffing and having a healthy and safe workplace, as well as a commitment from the employer not to retaliate for speaking up for healthy and safe workplace – both for employees and clients.

- Changes to failing to meet productivity standards: employer must provide coaching before disciplinary action is taken for failure to meet productivity standards, or they cannot discipline.

- By no later than July 1, 2023 employer will also re-institute a system allowing employees to access their own productivity and billing goals on no less than a bi-weekly basis.

- Reopener for Remote Work: Gateways agrees to meet with the Union by December 2023 in order to discuss and negotiate alternative work scheduling and remote work options for employees.

- New employees can now use vacation after only 3 months (rather than 6 months).

- Employees who receive a floating holiday will be given 30 days to use it (non-represented employees only get 15 days).

ECONOMIC WINS:

1. Increase in bilingual pay from 75 cents/hour to \$1.00/hour

2. Increase in standby pay to \$175.00/week (up from \$125/wk)

3. Increase in shift differentials – 2nd shift now \$1.00/hour, 3rd shift now \$1.50/hour

4. Codifying driver differential at \$1.50/hour

5. Increase in step (anniversary) increases on the step scale to 2.5% (only 2% before)

6. COLAs all 3 years of the contracts by job description:

(Continued on other side)

ECONOMIC WINS cont:

6. COLAs all 3 years of the contracts by job description:

- Tier 1: Activity Coordinators, Environmental Service Technicians, Food Service Floaters, Food Service Workers, Medication Technicians, Paraprofessional Counselors
- Tier 2: Case Aides, Occupational Therapist Aides
- Tier 3: Case Coordinators, Home Visit Counselors, Substance Abuse Counselors, Lab Technicians
- Tier 4: Unit Clerks, Psychiatric Technicians, Certified Occupational Therapist Assistants
- Tier 5: Forensic Clinicians, Forensic Social Workers, Licensed Vocational Nurses, Mental Health Social Workers, Registered Occupational Therapists
- Tier 6: CONREP Forensic Psychologists/Social Workers

Effective as of November 1 of each year of this Agreement, the following cost of living increases shall be given according to the tiers above:

	November 1, 2022	November 1, 2023	November 1, 2024
Tier 1	8.5%	4.75%	3.5%
Tier 2	7.5%	4.75%	3.5%
Tier 3	6%	3.5%	1.5%
Tier 4	5%	3.25%	1.5%
Tier 5	4%	3.25%	1.5%
Tier 6	3%	3.25%	1.5%

NO EMPLOYEE WILL RECEIVE LESS THAN 15.25% IN INCREASES DURING THIS THREE YEAR CONTRACT. Lower wage employees will receive as much as 24.25% during this 3 year Agreement. This is to help low-wage employees better be able to afford to live and continue to work at Gateways, but EVERYONE will be getting substantial increases.

7. CONTINUING ECONOMIC IMPROVEMENT – Employer agrees to meet with Union by December 2023 in order to discuss improving the retirement plan matching amount for employees.

Your Bargaining Team Recommends a YES vote!

Tentative Agreement Review Meetings:

Thur. 3/30 12 pm - 1pm via Zoom

Mon. 4/3 12 pm - 1 pm via Zoom

Ratification Vote Schedule:

Online voting:

Polls Open

Thur. 3/30 at 2 pm

In-person voting at various locations:

TBA

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