

# 2026-2029 Tentative Agreement Summary

## St. John's Community Health

### **New Industry Standard \$30/hr Minimum Wage, New Longevity Tier, Juneteenth Recognition Lunch, Increased Flexibility On Vacation Requests**

**Y**our bargaining team has worked alongside our community partner St. John's to secure a strong, new three-year Agreement with not just the best starting wages in the industry, but other economic and non-economic benefits. Your bargaining team strongly recommends a 'YES' vote!



## **Tentative Agreement Overview**

### ECONOMICS

1. **BREAKING NEW INDUSTRY STANDARD - \$30/HR MIN WAGE FOR ST. JOHN'S EMPLOYEES!**
  - If signed, effective as of and retroactive to March 1st, 2026, all employees making less than \$29.00/hour currently shall automatically be moved to \$30/hour. Employees currently making \$29.00 or more shall get a 4% increase retroactive to March 1st, 2026.
    - Effective March 1, 2027, all employees shall receive a 3% increase
    - Effective March 1, 2028, all employees shall receive a 3% increase
2. **NEW TIER FOR LONGEVITY** – In addition to longevity increases for 5, 10, 15, and 20 years of service with St. John's, Employer agrees to institute a 6% increase for any employee who has reached or reaches 25 years with St. John's.
3. **JUNETEENTH – RECOGNITION LUNCH & POTENTIAL NEW HOLIDAY**
  - Employer agrees to provide a paid lunch for Juneteenth in recognition of the holiday.
    - If the LA County ½ cent ballot measure passes, St. John's shall convert this paid lunch to a PAID HOLIDAY (new total would be 14 holidays).

### NON-ECONOMIC WINS

- **MORE FLEXIBILITY ON VACATION REQUESTS** – Vacation requests for less than 4 days now only require 14 days' notice (as opposed to 30 days' notice). Vacation requests for 4 days or more still require 30 days' notice.
  - **STRENGTHENING OUR UNION** - Union language and rights strengthened for bulletin boards, stewards, rights in Union Negotiations, and Labor Management Committees.
    - **UNION BENEFITS TRUST NOW ACCESSIBLE** - Employer shall now allow employees to have payroll deduction for Union Supplemental Benefits through the Union's benefit trust.
    - **USE OF TIME & DISCIPLINE** - Employer will not discipline employees immediately if they exhaust all of their sick time.
    - **PARKING OPTIONS** - Union and St. John's shall establish a Parking working group to look into options to increase parking for employees at impacted sites.
    - **STAFF DEVELOPMENT** - Union and Employer shall work on a side letter to convert MA and DA staff to CMAs and RDAs respectively by end of 2026. St. John's commits to provide support to do so.