

TO: CTHEA
FROM: CTHEA Bargaining Team/CTHEA Board
DATE: February 19, 2025
RE: New Contract Highlights



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Highlights of changes in the new Contract (2025 - 2027) are as follows:

- Article 3: Successorship** - A "Successorship" clause has been added to the Contract. In the event the Hospital is sold or otherwise transferred to another entity, the CTHEA Contract must be part of the deal. This language preserves your Contract rights.
- Article 4: Discipline** - Language requiring just cause for the discipline of post-probationary employees is relocated to a new Article 33 - "Employee Rights."
- Article 8(4): Job Posting** - New language establishes a new process when two current employees are competing for an open position within the CTHEA Bargaining Unit (most hourly full- and part-time positions in the Hospital). This reflects a continuing effort by CTHEA to curb favoritism and/or arbitrary decisions when supervisors and managers select between competing employees to fill positions.
- Article 10(9): Leaving During Shift** - In the unusual circumstance when an employee must leave the Hospital to attend to personal business during their shift, the employee must clock out upon departure and clock in upon return.
- Article 20(5) (B): Online Hospital Courses** - The allotment of hours for completion of many of the courses have been increased. The Hospital has committed to only requiring necessary coursework.

- Article 22: Insurance Benefits** - Moving forward, employees and the Hospital will share the cost of premium increases on a 50-50 basis. Every increase "resets" the Hospital's base contribution to a higher amount. In exchange, and to help offset the burden on employees, the Hospital offers a Self-Insured Medical Reimbursement Plan ("SIMPR"), the net effect of which is to increase employee take home pay. The SIMPR offers numerous programs to improve employee health and control premium costs.
- Article 25: Longevity/Retention** - The current, smaller yearly payments starting at year 5 are replaced with larger payments every five years starting at year 5. The end result is that employees who stay with the Hospital receive more money than under the old yearly plan.
- Article 26: Salaries, i.e., Wage Rates** - Hourly wage rates will increase by 4.0%, 3.75% and 3.5%, respectively in October for each year of the three years in the Contract. All employees, regardless of evaluation scores, will receive the full amount of the increases. For those employees at the top of their wage scale, they will now receive the full amount of their wage increase in their paychecks throughout the year, and "top-out stipends" (lump sums) are eliminated.
- Article 27: Paid Time Off and Major Sick** - Conversion of PTO to be accrued in the future is now limited to the purposes of a contribution of the dollar equivalent to a health savings account ("HSA") or flexible spending account ("FSA"). The allowed uses of Major Sick have been expanded.

(New) Article 33: Employee Rights - As discussed above, the requirement of just cause for employee discipline has been moved into this article. Current Contract language prohibiting supervisors from requiring employees to participate in the evaluation of their peers has been moved here as well. There is new language providing that any behavior or performance issues not called to an employee's attention within 21 days of observation or discovery of same may not be used as a basis for disciplining an employee or rating the employee's performance as less than satisfactory.

Other: The Hospital agreed to amend its Attendance and Tardiness Policy. The number of "occurrences" that automatically result in a verbal warning, written warning, final written warning and termination have been increased from 4, 5, 6 and 7 to 7, 8, 9, and 10 respectively, affording employees a bit more "breathing room." A failure to follow proper call-out procedures for an unplanned absence will result in a one-half (0.5) occurrence.

For more information regarding these or other Contract changes, contact a CTHEA Board Member or attend a CTHEA Board Meeting. Meeting dates and times and a Zoom link available at cthea.org.

THANK YOU FOR SUPPORTING CTHEA!