



The **Highest Level of Care** in Nevada

UMC Hospital Board of Trustees
UMC & IUOE Local 501
Successor CBA Highlights

We are happy to share that the bargaining teams of UMC & International Union of Operating Engineers (IUOE) Local 501 have reached a successor tentative agreement, which the bargaining unit has ratified. We believe this is a fair agreement between the parties, and we look forward to continuing to grow the labor & management partnership.

Bargaining Unit Statistics

- 30 full-time employees (2-Assistant Engineers & 28-Engineers)

Bargaining Timeline

- **June 30, 2020:** Previous CBA expired.
- **February 26, 2020:** Negotiations began but were paused a week later due to COVID-19.
- **April 2021:** Negotiations resumed.
- **April 2021 - November 2022:** More than 40 negotiation dates were scheduled.
- **November 2022:** Impasse declared.
- **May 2023:** Mediation began.
- **July 31, 2023:** Tentative Agreement reached between the parties
- **August 7, 2023:** Bargaining Unit ratified the CBA.
- **August 28, 2023:** UMC HR and Executive Compensation Committee reviewed and recommended approval.
- **August 30, 2023:** UMC Governing Board approved the agreement and recommended ratification by the Hospital Board of Trustees at its September 5, 2023 meeting.

Substantive Highlights

- Contract term **July 1, 2020**, through **June 30, 2026**.
- Compensation
 - Eliminates Tool Allowance and Annual Leave Accrual for Maintenance of Skills in exchange for a modest increase of .64 cents to the base rate of pay.
 - Re-introduce Merits that were bargained out over a decade ago.
 - Provides up to 22.5% increase (COLAs & Merits) in base hourly rate over the six (6) year CBA.
 - Provides a \$750 retention/ratification bonus.
 - Increases shift differentials to align with other EEs.
- Adds Juneteenth Holiday.
- Adds two (2) 15-minute rest breaks.
- Clarifies contracting-out language.
- Settles all outstanding grievances filed prior to July 1, 2023 (30+).
- Withdrawal of pending EMRB complaint.

Additional Changes

- **Article 4: Union Representation**
 - Adds Union Presentation to the Orientation process
- **Article 5: Hours of work**
 - Adds two (2) 15-minute rest breaks.
 - Clarifies standby language.
 - Increases shift differentials to align with other EEs.
- **Article 6: Holidays**
 - Adds Juneteenth Holiday.
 - Replaces birthday day off with the day after Christmas.
- **Article 7: Annual Leave**
 - Adds buy back option and automatic payout if cap reached.
 - Adds the ability to donate annual leave.

- **Article 9: Miscellaneous Leaves**
 - Adds catastrophic leave language to align with other EEs.
- **Article 10: Seniority**
 - Clarified seniority definition and added vacancy bid process.
- **Article 12: Contracting Out Work**
 - Clarifies language on what is defined as contracting out.
- **Article 15: Uniforms & Tools**
 - Removes tool allowance in exchange for a .24 cent increase to wages.
- **Article 16: Wages**
 - See included supporting details.

- **Article 20: Group Insurance**
 - Side letter on premium cost changes that occurred earlier in the year.
- **Article 25: EEO**
 - Adds protected groups/categories.
 - Implemented gender-neutral language throughout the agreement.
- **Article 26: Safety**
 - Added language on safety committee, PPE access, and access to showers/etc.
- **Article 29: Drug & Alcohol Testing/Substance Abuse**
 - Full revision of article – aligns with policy/requirements of all other EEs.
- **Article 30: Maintenance of Skills**
 - Removes annual leave benefit in exchange for .40 cents an hour wage increase.