

**Summary of Changes
BRH/ILWU Tentative Agreement
November 26, 2024**

This is a condensed and simplified summary of substantive changes only.

Article	Summary of Changes
Preamble	No changes
1 - Recognition	CBA no longer tries to define which positions are in bargaining unit
2- Union Security	No substantive changes
3 – Check/Off Dues	No changes
4- Mgt. Rights	No changes
5 – Compliance with Laws	No changes
6 – Hiring and Seniority	6.022: Should be coaching no less than once a month 6.023: 10 days’ notice of changes to position description 6.041/042: Clarification that seniority does not apply to contract positions, and contract work does not count towards probation period unless manager makes an exception
7 – Uninterrupted Patient Care	7.01: Prohibition on “picketing” defined as that occurring along Hospital Drive 7.02: Language suspending CBA during “emergency” defined as only when temporary and necessary, and subject to grievance
8 – Grievance Procedure	8.04 & 8.05: Language clarifying union control of grievance (i.e. whether to file or advance) and duty to identify class members
Article 9 – Hours of work	9.01: Time paid to the minute (rather than quarter hour) when AKG time system is implemented 9.041 : Schedule changes with no premium pay due allowed for “corrective action”
10 – reserved	
11 – Wages	11.01: 2.5% (with 0.5% of that paid retroactively), 4%, 5.5% wage increases 11.04/041: Management may hire at advanced step up to step 5, or rehire at previous rate of pay, seniority for rehires not retained 11.05: 30 days’ notice to union for new types of positions within bargaining unit 11.06: Auto mileage paid only upon receipt of necessary documentation 11.051/11.08: Clarification of pay step upon demotion or transfer or failure to complete probationary period 11.07: Upon implementing UKG, evening and night shift both increased to \$3.65/hr, to be paid only for time within new shift windows, 1630-1859 (evening) and 1900 – 0659 (night). 11.16: New tier for longevity bonus of \$500 per year at 10 years of employment 11.171: Clarification of float pay for those working 1:1 with patients or assigned to float pool
12 – Employee Evaluations	No changes

13 – Floating/shift rotations	13.1: Employer must implement policy regarding timely achieving floating competencies 13.2: Employees involuntarily flipping from night/day schedule receive time-and-a-half premium for next shift Involuntary night shift allowed for 3 years (up from first year) of employment Involuntary ‘equitable rotation’ of shifts limited to employees with less than 10 years (down from 15 years) of employment
14 – Jury/Witness Duty	14.011: Clarification that employee shall be excused upon proof of actual attendance at jury duty, but proof must be provided
15 – Conscientious Objection	No changes
16 – Holidays	16.01: Juneteenth (June 19) added as holiday Alaska Day (Oct 18) replaced with Indigenous people’s day (2 nd Monday in Oct) 16.06: Clarifying select departments may remain open on holidays
17 – Personal Leave	17.011: 24 hours of personal leave “advanced” upon hire 17.06: Unused mandatory minimum leave usage paid out at end of year rather than canceled 17.08: Maximum leave balance reduced from 750 to 650 hours 17.10: Clarifying all unused leave has to be paid out at termination
18 – Other paid leave	18.011: Staff to be notified if there is a departmental education budget available for education courses
19 – Leaves of Absence	No changes
20 – FMLA	No changes
21 – Health Exams	Making influenza-related language more general, and removing deadlines, to state hospital will provide “any state of federally mandated” vaccines, and those not vaccinated will wear “appropriate PPE per state and federal guidelines.”
22 – Confidential Information	No changes
23 – Union access/bulletin boards	No changes
24 – Discipline/ Employee Responsibilities	No changes
25 – Patient Transport	25.01: Clarification consistent with Fair Labor Standards Act of travel time as paid time, both for trips within a single workday and overnight trips
26 – Health & Welfare	Housekeeping changes to align with plan on notice periods and deadlines and new high-deductible plan 26.01: Part-time employees will now pay pro-rated insurance premiums, consistent with other CBJ employees
27 – Pensions	No changes

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28 – Misc Deductions	Remove article—no longer relevant.
29 – Savings Clause	No changes
30 – Conclusion of Bargaining	No changes
31 – Term of Agreement	3-year contract ending 1/1/2026
32 – Labor Management Committee	No changes