**CWA 1168**

**Planned Parenthood Contract Summary**

The details below are a complete summary of the changes agreed to in contract negotiations with the Agency. **The bargaining committee recommends that this contract for ratification**.

**Wages Increases**

* 2025: 6.5%-15% (varies by job title)\*
* 2026: 3%
* 2027: 3%

\*Please see the chart on the last page for detailed wage increase information. Wage increase will be effective in February.

**Economic Changes**

* Weekend Differential - Increased to $2.00 per hour
* Volunteer Pay added for partial shifts. An employee can receive volunteer pay to cover a duration that is shorter than the covered shift and receive a reduced differential of $30 for volunteers within the same bargaining unit and $50 within a different bargaining unit.
* Clinician On-Call Changes
  + Two clinicians will be scheduled to take on-call for the East and West Region. The calls will be evenly split between the two employees scheduled.
  + ​​If one (1) Clinician volunteers to take on-call for the whole Agency, that Clinician will be entitled to a total of 15% of the Clinician’s base rate multiplied by the number of hours on-call.
  + Employees shall be paid a minimum of 15 minutes for each patient
  + If there are insufficient volunteers, the following process shall be followed: Call shall be assigned by inverse seniority to eligible Clinicians who have not volunteered for a shift during the calendar year then Call shall be assigned by inverse seniority to eligible Clinicians who have not volunteered during the current on-call schedule
* Restore On-Call
  + Name changes to Restore On-Car. ABU is now *AR (Admin Response)***.** ABUBU is now *BAR (Backup Admin Response).*
  + AR will increase to $5.50 per hour (regular rate) and $8.50 per hour (holiday). Minimum 15 minutes of pay for each call.
  + BAR shifts will now run one week at a time beginning Monday 5pm to the following Monday 4:59 pm.
  + BAR will now be paid at a rate of $2.50 per hour (regular rate) and $3.50 per hour (holiday rate)
* **Mileage Reimbursement.** Language changed to be simplified and consistent with IRS regulations: The Employer will reimburse employees for work-related travel costs above and beyond the employee’s normal commute at the current IRS mileage rate and for situations in which reimbursement is permitted under the IRS rules.
* Paid Time Off - The major change to PTO is the elimination of the quarterly review of hours worked. PTO for personal emergencies shall be granted in full or half shift increments.
* Paid Sick Leave: For 2025, there will be a Paid Sick Leave Payout “Trial.” as follows:
  + In 2025, employees will be given the option of receiving pay for unused PSL that was accrued in 2025, up to a maximum payout of $1,000. To receive the payout, employees must complete and return the Agency-provided form on or before December 1, 2025. The PSL payout will be based on the amount of unused, accrued time as of December 31, 2025 and will be included in the employee’s pay check no later than the second pay date of the new year.
  + If the Agency intends to offer a PSL payout in subsequent years, the Agency will notify employees on or before January 31st that a PSL payout will be offered at the end of the calendar year, and if so, the maximum amount of the PSL payout, the deadline for electing to participate, and the anticipated date and method of payment.
* Emergency Closure: Increased from 2 to 4 paid days.
* New Article - Reproductive Loss Leave: In the event of reproductive loss by an employee, their spouse, or their partner, an employee may take up to five (5) days of leave from work.

**Minor Changes were made to the following articles:**

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| Article 3 | Labor Management Committee | Minor language changes. |
| Article 4 | Recognition | Minor language changes, cleanup. |
| Article 11 | Probationary Period | Changed to 90 Calendar Days |
| Article 12 | Trial Period | 90 Calendar Days |
| Article 13 | Job Descriptions | Clarified to add calendar days |
| Article 14 | Transfers and Promotions | Added employer policy regarding new hires staying in position for 6 months. |
| Article 33 | Holidays | Incorporated language from previous MOUs on holiday payouts. No change from prior practices. |
| Article 41 | Union Representation | Minor language changes related to stewards and bargaining committee. |
| New Article | Cell Phone Reimbursement | Language added into contract in line with the existing practice. |

**Health Insurance Changes**

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| --- | --- | --- | --- | --- |
|  | **FT Employee Only** | **FT Spouse or Family** | **PT Employee Only** | **PT Spouse or Family** |
| **HDHP 2000** | 90% | 70% | 80% | 60% |
| **HDHP 4000** | 90% | 70% | 80% | 60% |
| **HDHP 6500** | 100% | 80% | 80% | 60% |
| **Signature Co-Pay Plan** | 2025: 70%  2026: 60%  2027: 50% | 2025: 60%  2026: 50%  2027: 40% | 2025: 60%  2026: 50%  2027: 40% | 2025: 50%  2026: 40%  2027: 30% |

**Planned Parenthood HSA Contributions (applicable for HDHP plans only)**

* The Employer will contribute to a Health Savings Account (HSA) of the employee’s choosing depending on the HDHP and coverage they select.
* For 2025 only, each employee who is employed on February 1, 2025 will be frontloaded the lesser of $2,000 or the Agency’s total annual HSA contribution for 2025 (not inclusive of the employer match), provided that the employee has elected coverage under an applicable plan and provided the Agency with HSA account information. The frontloaded portion in 2025 will be divided in two payments, with up to $1,000 or 25% of the total Agency HSA contribution for the year (whichever is greater) being provided by February 28, 2025 and any remaining portion of the frontloaded amount by March 31, 2025.
* In 2026 and 2027, each employee who is employed on January 1st of the calendar year will be frontloaded up to $1,000 or 25% of the Agency’s total annual HSA contribution (not inclusive of the employer match), provided that the employee has elected coverage under an applicable plan and provided the Agency with HSA account information. The frontloaded portion in 2026 and 2027 will be provided by January 30 of the calendar year.

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| **Position** | **Current Minimum** | **2025 Increase** | **Minimum Start Wage** |
| Care Coordination Nurse | $29.50 | 9.5% | $32.30 |
| Care Coordination Nurse II | $32.50 | 9.5% | $35.59 |
| Care Coordination Specialist | $19.93 | 8.0% | $21.52 |
| Care Coordination/Telehealth Clinician | $47.09 | 6.5% | $50.15 |
| Patient Services Specialist\* | $16.50 | 9.0% | $18.00 |
| Patient Care Assistant\* | $17.60 | 9.0% | $19.18 |
| Patient Care Specialist\* | $19.00 | 9.0% | $20.71 |
| LPN\* | $20.92 | 9.5% | $22.91 |
| LPN Nurse Coordinator | $20.92 | 9.5% | $22.91 |
| Registered Nurse | $29.50 | 9.5% | $32.30 |
| Registered Nurse II\* | $32.50 | 9.5% | $35.59 |
| Clinician (NP, PA)\* | $47.09 | 6.5% | $50.15 |
| Regional Lead Clinician | $56.02 | 6.5% | $59.66 |
| Crisis Advocate & Volunteer Coordinator | $21.00 | 9.0% | $22.89 |
| College Advocate | $19.00 | 9.0% | $20.71 |
| Crisis Advocate | $19.00 | 9.0% | $20.71 |
| Advocate and Education Specialist | $19.00 | 9.0% | $20.71 |
| Counselor & Advocate | $19.00 | 9.0% | $20.71 |
| Advocate and Outreach Specialist | $19.00 | 9.0% | $20.71 |
| Domestic Violence Advocate | $19.00 | 9.0% | $20.71 |
| Domestic Violence Coordinator | $21.00 | 8.0% | $22.68 |
| Family Advocate | $19.00 | 9.0% | $20.71 |
| RESTORE Paralegal | $21.83 | 9.0% | $23.79 |
| Senior Licensed Therapist | $30.50 | 15.0% | $35.08 |
| RESTORE Therapist | $25.64 | 9.0% | $27.95 |
| Assistant Instructor | $16.00 | 8.0% | $17.28 |
| Educator & Teen Reality Theater Producer | $25.00 | 9.0% | $27.25 |
| Training Coordinator | $22.92 | 9.0% | $24.98 |
| Youth Site Coordinator | $19.00 | 9.0% | $20.71 |
| Bilingual Training Coordinator | $24.42 | 5.0% | $25.64 |
| Educator & PHA Coordinator | $21.00 | 9.0% | $22.89 |
| Outreach & Educ. Spec. Bilingual | $21.00 | 9.0% | $22.89 |
| Outreach & Education Specialist | $19.03 | 9.0% | $20.74 |