

CWA Final Bargaining Report

Article Number	Article Name	Summary
<u>SJC TECH</u>		
SJC TECH 1	Recognition	<ul style="list-style-type: none"> Language clean up, the employer agrees to provide bargaining unit membership lists biweekly. (previous practice was monthly)
SJC TECH 2	Union Representation	<ul style="list-style-type: none"> If the employer knows that pulling a steward or officer off their unit will cause a staffing concern, they will contact the local. The union will be granted access to hospital conference rooms when requested and approved in advance, for the purpose of conferring with bargaining unit employees regarding grievances and administration of the contract
SJC TECH 3	Categories of Employees	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC TECH 4	Temporary Employees	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC TECH 5	Seniority	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC TECH 6	Downstaffing/Temporary Reductions	<ul style="list-style-type: none"> No change, current contract
SJC TECH 7	Layoff and Recall	<ul style="list-style-type: none"> Deleted, moved to common table
SJC TECH 8	Hours of Work	<ul style="list-style-type: none"> In the case of a variable start position, seniority will be the determining factor. Final work schedules will be posted at least 2 weeks in advance. Final work schedules may only be changed with the knowledge and agreement of the supervisor responsible and the affected employee(s), or to fill open shifts. If balancing of the schedule is required agency will be moved first; if further balancing is required, it will be done by inverse seniority before posting of the schedule. (No one should have their schedule changed once it is posted, unless they agree to the change). When extra shifts are available, they will be posted on the needs list for 7 days. After the 7-day period ends, and not before, the shifts will then be awarded. Full shifts will be awarded before partial shifts. Paid 15-minute breaks cannot be taken within the last hour of the shift.

		<ul style="list-style-type: none"> Employees will be paid for all hours of mandatory in-service. (If the in-service/class is scheduled for 8 hours and you are released early, you will be paid for the full 8 hours you were scheduled.) Employees will also be allowed to pick up extra hours to make up the difference between the hours in their regular shift and hours in a mandatory in-service program, or they may use accrued unused PTO to cover the difference in hours. It is expected that employees will make every effort to complete CBLs during hours of work, but those who complete CBLs on their own time will be paid for their time but must obtain prior approval from the manager/supervisor.
SJC TECH 9	Extended Shifts	<ul style="list-style-type: none"> Extended shifts beginning before 11 am and continuing after 7 pm will also include an additional 20-minute meal period between 5 pm and 7 am. (ex 9a-9p shift would get one 15 min break, 30 min lunch, and an extra 20 min meal period.)
SJC TECH 10	Parking	<ul style="list-style-type: none"> No change - current contract
SJC TECH 11	Shift Differential	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC TECH 12	Employee Access to Union Representation	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC TECH 13	Overtime and Work In Progress	<ul style="list-style-type: none"> No Change - Current Contract
SJC TECH 14	Call In Pay	<ul style="list-style-type: none"> No change - Current Contract
SJC TECH 15	Staff Lounge	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC TECH 16	Dress Code	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC TECH 17	Per Diem Employees	<ul style="list-style-type: none"> Language clean up.
SJC TECH 18	Cafeteria	<ul style="list-style-type: none"> No change - Current Contract
SJC TECH 19	Vacancies, Job Bidding, and Transfers	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC TECH 20	Staffing Committee	<ul style="list-style-type: none"> Language clean up - *The Staffing / Clinical Staffing Committee Article (CT 40 & 41) shall supersede this article where any language is duplicated or inconsistent.
SJC TECH 21	On-Call Procedure Ultrasound	<ul style="list-style-type: none"> No change from current practice
SJC TECH 22	On-Call Pay	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC TECH 23	Paid Time Off (PTO)	<ul style="list-style-type: none"> Current holiday rotation procedures in departments that meet the needs of the department shall continue. Should a department or unit be closed on a holiday, the employee will have the option of taking the day with or without PTO.

		<ul style="list-style-type: none"> • Full Vacation weeks will be granted before single PTO days • Single PTO days will not count towards the maximum prime time limit. • Should there be remaining weeks during prime time, the manager will offer an additional prime time week to staff beginning with the most senior. • In all cases sufficient PTO time must be available when the approved period of time off arrives. If the employee does not have sufficient time available then they may be required to work all or part of their regularly scheduled hours as needed.
SJC TECH 24	Complete Agreement	<ul style="list-style-type: none"> • No change - Current Contract
SJC TECH New	Health and Safety	<ul style="list-style-type: none"> • New Article to incorporate the technical bargaining unit. • There will be one (1) representative from the bargaining unit selected by the union to be on the Health and Safety Committee. • The committee shall meet at least once every month or as mutually agreed upon. • The basic objective of both parties is to maintain safe working conditions for all.
SJC TECH MOU 1	Paid Time Off Grandfathering	<ul style="list-style-type: none"> • Deleted - obsolete language
SJC TECH New	Shift Rotation	<ul style="list-style-type: none"> • Employees may be required to rotate to a different shift on their assigned unit according to the following procedure: Agency will rotate first, the employer will then attempt to fill the shift with per-diem, if no per-diem volunteers will be requested. If no volunteers the employer will rotate in inverse seniority, but only after the holes have been offered on the needs list. The maximum days of rotation per month shall not exceed the amount of days they work per week. (if you work 3 day a week you cannot be rotated more than 3 days per month) The least senior employee will complete their obligation before moving to the next least senior. • >15 years of seniority will not rotate. • Shift rotation will NOT happen if it leaves the shift rotated from short staffed.