

2021-2024 National Addendum

Summary of Major Contract Changes

COMPENSATION

- 6% across the board raise effective the first full pay period after September 30, 2022.
- 3% across the board raise effective the first full pay period after September 30, 2023.
- \$1,350 lump-sum bonus for full-time employees and \$500 for part-time employees effective the second full pay period following ratification.
- \$365 lump-sum bonus for full-time employees and \$200 for part-time employees after September 30, 2024

HEALTHCARE

- The Coalition defeated ARC's attempt to move Coalition union members to the high deductible Red Cross Healthcare plans.
- Teamcare coverage with no additional increases to premiums through December 31, 2022.
- Beginning January 1, 2023, Coalition-represented employees will join the United Steel Workers plan. Comparable cost, coverage, and co-pays!

OTHER HIGHLIGHTS

- **HOLIDAYS:** 5 Floating Holidays
- **UNIFORMS:** 5 sets of scrubs for full-time employees; 3 for part-time
- **OJI & OJT PREMIUM:** Increase to \$2.00/hour
- **SAFETY & HEALTH:** Guaranteed access to proper PPE
New requirements for Mobile Site Suitability
- **PAYROLL ERRORS:** On-Demand paycheck lowered from \$135 to \$120

