

October 2, 2019

The Union reserves the right to add to, subtract from or otherwise modify this proposal:

Experience Credit:

By January 1, 2020, the Union and Employer agree to review and grant experience credit for employees in the dietary dept, hired prior to October 1, 2016, on the same basis as employees who were offered experience credit after October 1, 2016 (appx. 20 individuals affected). In addition, the employer agrees to review and grant experience credit in the lab for professional experience prior to working a CRMC (aapx. 3 individuals affected) and for prior experience in the Business Office (aapx. one person affected).

With regard to the emergency department, the parties agree to meet and agree to a process for awarding experience credit for employees who move from the EMT classification to the Paramedic classification and to a fair restoration of length of service credit for employees who left CRMC and returned in order to get experience credit for their wages. This will be completed by January 1, 2020.

For all other job classifications and departments, should the employer decide to offer experience credit to any new hire, after January 1, 2020, the employer agrees to offer experience credit to existing employees in the classification, who were hired prior to October 1, 2016, on the same basis as the new hire.