



Washington Township Health Care District

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Kimberly Hartz, Chief Executive Officer

Board of Directors

Jacob Eapen, MD
William F. Nicholson, MD
Bernard Stewart, DDS
Michael J. Wallace
Jeannie Yee

BOARD OF DIRECTORS' MEETING

Monday, April 19, 2021– 6:00 P.M.
Meeting Conducted by Teleconference
Dial In: 510-818-5900 Access Code: 6736

AGENDA

PRESENTED BY:

- | | |
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| I. CALL TO ORDER & PLEDGE OF ALLEGIANCE | William Nicholson, M.D.
Board President |
| II. ROLL CALL | Dee Antonio
District Clerk |
| III. COMMUNICATIONS | |
| A. Oral
<i>This opportunity is provided for persons in the audience to make a brief statement, not to exceed three (3) minutes on issues or concerns not covered by the agenda. "Request to Speak" cards should be filled out in advance and presented to the District Clerk. For the record, please state your name.</i> | |
| B. Written | |
| IV. ACTION | |
| A. Consideration of Resolution No. 1224: Local 20 Memorandum of Understanding | <i>Motion Required</i> |
| V. CLOSED SESSION
<i>In accordance with Section 1461, 1462, 32106 and 32155 of the California health & Safety Code and Sections 54962 and 54954.5 of the California Government Code, portions of this meeting may be held in closed session.</i> | Kimberly Hartz
Chief Executive Officer |
| A. Action Item: Consideration of Closed Session Minutes: March 24, 2021 | |
| B. Conference involving trade secrets pursuant to Health & Safety Code section 32106: New Services or Program | |
| C. Report of Medical Staff and Quality Assurance Committee, Health & Safety Code section 32155 | |

Board Meeting Agenda
April 19, 2021

VI. OPEN SESSION

Report on Permissible Actions Taken During
Closed Session

William Nicholson, M.D.
Board President

VII. ANNOUNCEMENTS

VIII. ADJOURNMENT

William Nicholson, M.D.
Board President

In compliance with the Americans with Disabilities Act, if you need assistance to participate in this meeting, please contact the District Clerk at (510) 818-6500. Notification two working days prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to this meeting.

RESOLUTION 1224

The Board of Directors of Washington Township Health Care District, County of Alameda, State of California, do hereby resolve as follows:

Attached hereto and incorporated herein are the tentative agreements to be incorporated inside a **Memorandum of Understanding** by and between the designated representative of Washington Hospital, that being the Chief Executive Officer, and the **Engineers and Scientists of California, Local 20, IFPTE, AFL/CIO & CLC**, hereinafter called **Local 20**, a recognized majority representative under the terms of Board Resolution 331A.

The terms and conditions of the attached Memorandum are hereby implemented in their entirety effective on the various dates specified with the Memorandum.

Passed and adopted by the Board of Directors of Washington Township Health Care District this 19th day of April, 2021, by the following vote:

AYES:

NOES:

ABSENT:

William F. Nicholson, MD
President
Washington Township Healthcare District
Board of Directors

Michael J. Wallace
Secretary
Washington Township Healthcare District
Board of Directors

TERMS OF AGREEMENT BETWEEN WASHINGTON HOSPITAL AND LOCAL 20 – ENGINEERS AND SCIENTISTS OF CALIFORNIA

The parties have reached an agreement, and we are now seeking ratification by the Board of Directors of Washington Hospital, on the following terms for a new Memorandum of Understanding between the parties for the period of February 1, 2021 – January 31, 2024.

Across the Board Increases

Effective the first pay period beginning on or after February 1, 2021, a **2.25%** an across the board increase will be added to the employee's base rate of pay. The retroactive amount due for hours worked from the effective date will be paid no later than the end of the second full pay period beginning after the date of ratification of the MOU by the Washington Board of Directors. To be eligible for payment, the employee must be employed on the date payment is made.

Second Year

Effective the first pay period beginning on or after February 1, 2022, a **1.25%** across the board increase will be added to the employee's base rate of pay.

Effective the first full pay period beginning on or after August 1, 2022, a **1.25%** across the board increase will be added to the employee's base rate of pay

Third Year

Effective the first pay period beginning on or after February 1, 2023, a **1.25%** across the board increase will be added to the employee's base rate of pay.

Effective the first full pay period beginning on or after August 1, 2023, a **1.5%** across the board increase will be added to the employee's base rate of pay.

Market Adjustments

For Laboratory employees in the job classification of Clinical Lab Scientist:

Year 1 – Effective the first pay period beginning on or after February 1, 2021, all Laboratory employees in the job classification of Clinical Lab Scientist will receive a **2% equity adjustment** to the employee's base rate of pay .

Year 2 – Effective the first pay period beginning on or after February 1, 2022, all Laboratory employees in the job classification of Clinical Lab Scientist will receive a **2% equity adjustment** to the employee's base rate of pay.

For Laboratory employees in the job classifications of Senior Clinical Lab Scientist, Lead Clinical Lab Scientist, and Point of Care Coordinator:

Year 1 – Effective the first pay period beginning on or after February 1, 2021, all Laboratory employees in the job classifications of Senior Clinical Lab Scientist, Lead Clinical Lab Scientist, and Point of Care Coordinator will receive a **2% equity adjustment** to the employee's base rate of pay.

Year 2 – Effective the first pay period beginning on or after February 1, 2022, all Laboratory employees in the job classifications of Senior Clinical Lab Scientist, Lead Clinical Lab Scientist, and Point of Care Coordinator will receive a **2% equity adjustment** to the employee's base rate of pay.

Spousal Waiver Coverage for Hospital Health Plans

Washington Hospital agreed to a maintenance of existing health, welfare and retirement benefits subject to the Union's agreement to the voluntary spousal waiver credit which was approved.

Appendix B - Pharmacy

Section B7: Job Classifications. The parties agree to Washington's proposal from March 17, 2021 as follows: Within 60 days of ratification of the MOU by the Washington Board of Directors, the Union and Washington Hospital agree that the PPC will meet to discuss criteria and support for incentives for professional growth.

Language Issues

The parties agreed to other minor language changes that were not substantive.

Total Cost

The total cost of the negotiated provisions of the contract amounts to \$1,940,479 over the life of the 3-year contract.

Ratification

The Union ratified the contract on Monday, April 12, 2021 with an 82% "yes" vote.