

**CHRIST HOSPITAL – HPAE EXTENSION AGREEMENT**

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This Agreement is made this 25th day of June, 2024 between the Health Professionals and Allied Employees, AFT, AFL-CIO on behalf of its members of Local 5186 (herein after the “Union”) and CarePoint Health Systems, Inc on behalf of its hospital Christ Hospital (herein after “the Employer”)

**WHEREAS** the parties currently have a Collective Bargaining Agreement for the Registered Nurse Bargaining Unit; and

**WHEREAS** the Collective Bargaining Agreement is scheduled to expire at midnight on June 30, 2024, and the parties have completed good faith negotiations for an Extension Agreement; and

**WHEREAS** the parties have reached agreement on all of the terms and conditions of an Extension Agreement; and

**WHEREAS** the parties desire to set forth in this Extension Agreement all of the terms and conditions of their agreement;

**NOW, THEREFORE,** the parties hereby agree to extend the terms of the Existing Collective Bargaining Agreement including all mid-term Memorandums of Understanding (MOUs) executed by the parties unchanged except as modified herein.

- 1) Term: This Extension Agreement shall commence July 1, 2024 and expire at midnight on May 31, 2025.
- 2) Article 36 – Paid Vacation shall be modified as follows effective the first complete pay period beginning on or after July 1, 2024:

Section 2 – Paid vacation will be earned on a bi-weekly basis based upon actual hours paid (excluding more than one (1) week of sick days) as follows:

<b>Years of Service:</b>	<b>Vacation Days Per Year:</b>
1 - 10	<del>23</del> 24
11 – 19	<del>24</del> 25
20 – 24	<del>25</del> 26
25 or greater	<del>28</del> 29

*No additional changes to this article.*

3) Article 26 - Health and Safety shall be modified as follows:

E) Security: In the interest of improving the safety of patients and employees, the Employer will take steps to secure its facility, including, but not limited to:

- a. The Workplace Violence Committee will discuss all broken or damaged doors, locks, cameras and other safety or security devices. If the committee determines corrective action should be taken, then such action shall be completed within thirty (30) calendar days.
- b. All entry/exit doors must be locked when there is no security officer present.
- c. All patients and visitors entering the Hospital, and their bags, are subject to inspection by Security.

4) Insurance: All employee contributions and cost sharing related to the Employer's Health and Dental Insurance benefits will remain unchanged, and will not increase, per the terms of the MOA dated February 21, 2023.

5) Wages: Article 33 – Wages and Experience Recognition shall be modified as follows;

#### Section 1

- a) Effective the first complete pay period following January 1, 2025, all employees will receive a bonus as follows:
  - i. Full-Time: \$750.00
  - ii. Part-Time: \$500.00
  - iii. Per-Diem: \$250.00

Each lump sum bonus is a one-time payment and is not intended as compensation for services rendered or to be rendered. It is payable to employees actively employed on the date the agreement is ratified. It is not payable to employees hired after the date of ratification. All legally required deductions shall be made from all bonus payments.

- b) If CarePoint engages in midterm bargaining with any other union during the term of this Agreement, the Union party to this Agreement (HPAE Local 5186) shall have the right to engage in midterm bargaining regarding the same subject or subjects. Any disagreement or impasse resulting from such midterm negotiations shall not be subject to the grievance and arbitration procedures of this Agreement. Additionally, the Union shall not have the right to strike, and the Employer shall not have the right to lock out in support of proposals made during such midterm negotiations. Any proposed modifications the parties are negotiating will become effective only upon reaching a complete agreement on all subjects, and ratification by the Union's members and the Employer's Board of Directors. Absent agreement, the CBA will remain unchanged for the balance of its term,

and the Employer shall not have the right to impose any changes due to reaching impasse.

- 6) Transparency: The Employer recognizes the Union’s right to obtain information relevant to its functions as bargaining agent.
  - a. Accordingly, the Employer will use best efforts to comply with requests for relevant information within 10 calendar days. If relevant information is not provided within such period, the Employer will give the Union a status update upon the expiration of 10 calendar days and further status updates every 7 calendar days thereafter.

This Agreement is subject to ratification by the Union’s membership and the Employer’s Board. Once ratified, it will be binding upon the parties, their agents, officers, successors, and assigns.

**For HPAE:**

Mankowski

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**For CarePoint Health:**

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**Signature:**   
Nicole Mankowski (Jun 25, 2024 18:28 EDT)

**Email:** nurseniki@optonline.net






# CHRIST Final MOA Clean

Final Audit Report

2024-06-25

Created:	2024-06-25
By:	Carlton Levine (CLEVINE@HPAE.ORG)
Status:	Signed
Transaction ID:	CBJCHBCAABAAaPHpKDRKrDv7KL19VKrb8pZCUXEYV7Jo

## "CHRIST Final MOA Clean" History

-  Document created by Carlton Levine (CLEVINE@HPAE.ORG)  
2024-06-25 - 9:29:45 PM GMT
-  Document emailed to Nicole Mankowski (nurseniki@optonline.net) for signature  
2024-06-25 - 9:29:50 PM GMT
-  Email viewed by Nicole Mankowski (nurseniki@optonline.net)  
2024-06-25 - 9:32:25 PM GMT
-  Document e-signed by Nicole Mankowski (nurseniki@optonline.net)  
Signature Date: 2024-06-25 - 10:28:39 PM GMT - Time Source: server
-  Agreement completed.  
2024-06-25 - 10:28:39 PM GMT