

WHAT'S IN THE TENTATIVE AGREEMENT?

SEIU 521

2026 TENTATIVE AGREEMENT EDUCATION
DOCUMENT BETWEEN
SEIU 521 AND KERN MEDICAL

Your Bargaining Team recommends a YES vote to ratify our TA!

Ratification Timeline

Vote Starts: Thursday, March 12 at 6:00 a.m.

Vote Closes: Friday, March 20 at 5 p.m.

HOW TO VOTE. The ratification vote will be held online via a third-party vendor, Election Buddy. Electronic ballots will be sent to your personal email or cell phone number on file with our union. One vote per member to accept or reject the tentative agreement.

HOW TO BE ELIGIBLE TO CAST A VOTE. Only full dues-paying members are eligible to vote on the offer. If you are not a current member or are unsure, or to avoid receiving a provisional ballot, activate your membership by scanning this



CANT FIND YOUR E-BALLOT? If you can't find your ballot: **1)** Look into your personal email address spam folder **2)** Search in your email inbox "SEIU" or "Election Buddy" **3)** If you still cannot locate your online ballot, call (661) 321-4160 or email communications@seiu521.org.

WAGES

Wage increases will result in 15% increase for **MOST** workers over the term of this agreement.

2026 – 30 days after ratification:

- 5% pay increases for the following classifications
 - Clinical Laboratory Scientists I/II
 - Computer Tomography Technologist I/II
 - Lead MRI Technologist
 - Medical Social Worker I/II
 - Mental Health Therapist I/II
 - MRI Technologist I/II
 - Pulmonary Function Technician
 - Respiratory Therapist I/II/III/IV
- 6.5% pay increase for Mental Health Therapist III
- 2% for all other classifications
- One-time money
 - \$1,500 for full-time workers and \$750 for part-time workers

April 1, 2027—2% pay increase for all classifications

April 1, 2028—2% pay increase for all classifications

- All bargaining unit workers not on a step 16 will receive 3 additional steps at 3 percent total of 9 percent

NEW WINS!	2022 MOU	2026 Tentative Agreement
Recognition for more workers	Full time and part time general unit hospital workers and LLC were included.	Per Diem workers and Extra Help workers included in the same contract
Out of class credit for probation	No ability to credit time working old job to new probationary period if promoted.	Added language to credit time spent working out of class to be credited to probation should a worker be promoted into the position they previously worked out of class for.
Change to Extended Illness Bank	Need to file FMLA to access EIB for an illness or injury after 3 missed shifts.	No longer need to file FMLA to access Extended Illness Bank hours after missing three shifts. FMLA doesn't need to be filed until after seven calendar days from onset of illness or injury.
Floating Holiday	8 holidays.	Additional Floating Holiday every calendar year, to be used at worker's discretion
Boot Allowance	No provision for trades workers to get safe boots.	\$100 per year allowance for work boots, for the following classifications: Groundskeeper I/II, Maintenance Carpenter, Maintenance Electrician, Stationary Engineer, Maintenance Plumber, Maintenance Worker Series, HVAC Mechanic I/II
Service Award Program	First tier awarded at 10 years of service at KCHA.	New service award program. First award at 5 years, then every 5 afterward. Value of award allowance increased. 5 years \$50, 10 years, \$100 15 years \$150, 20 years \$200, 25 years \$250 30 years \$350, 40 years \$400
AWS Shift	Management could force workers to use PTO to cover missed shifts even if workers took additional shifts in the week.	Alternative work schedule shifts can be made later in the week instead of being forced to use PTO.
Continuing Education for APPs	Physician Assistants and Nurse Practitioners had to use PTO to cover time spent on courses.	4 days for Nurse Practitioners and Physician's Assistants.
Special Pays	Side letter agreement with the union (annually reinstated) regarding High-Risk Delivery Pay	High Risk Delivery Pay codified in MOU. \$2.00 per hour for RNs assigned to work as High-Risk delivery nurses.
Night Shift Differential	7.5% for working from 7:00 PM to 7:30 AM	Night shift differentials increased to 10% for all bargaining unit workers.
Steps for Ancillary Staff	Registered Nurses and professional staff on a 16 step pay scale; everyone else remained on an 8 step pay scale.	Workers on an 8 step pay scale will now have 3 additional steps, totaling 11 steps total of 9 percent
Hospital Staff Nurse Retention Bonus	Sign on bonuses for some classifications.	Hospital Staff Nurse Bonus focused on retention and longevity, \$2,000 in years 2,3,4,5, 10,16 and every year after that. Eligible classifications: Hospital Staff Nurse, Correctional Staff Nurse, Correctional Juvenile Nurse, Utilization Review Nurse, and Hospital Staff Nurse Clinical Ladder I/II