

Institutions Coalition Wins

May 26, 2023

- New LOA 26.2 (OSH), SOTP Differential - 5% differential to any Clinical Psychologist and/or Behavioral Health Specialists for all hours worked in the sex offender treatment program that are assigned and who are certified.
- New LOA 26.2C (OSH), ABPP Differential - 5% differential to any Clinical Psychologist 2 that is American Board Psychiatric certified for all hours worked if the certification is relevant to the duties.
- LOA 26.2 (Coalition) Clinal Supervision and Preceptorship - Increased from 2.5% to 5% and expanded to OYA and Pendleton Cottage as well as for the Social Workers.
- LOA 26.2C (OSH), Forensic Evaluations - Creating a new pay option of 8% above base rate of pay beginning 10/1/2023 for Clinical Psychologist's that work in this unit and sunsetting the differential.
- LOA 26.2CH, LCSW (OSH and Pendleton Cottage) – Expanded this LOA to Pendleton Cottage and added a stackable 5% differential for Clinical Supervision to include supervision of MSW students.
- LOA 26.2CH CADC (OSH and Pendleton Cottage) – Added Pendleton Cottage to the 5% Differential for a CADC certification.
- LOA 26.2C LPN Differential (OSH) – Increased the NOC shift differential to \$3.50 for the LPNs.
- LOA 34.2C (OSH) Pharmacists will now get standby pay hour for hour instead of 1 hour for every 6 hours, as they had for on-call.
- LOA 121.2 (Coalition) Education, Training - a \$1,000 per biennium in reimbursement for continuing education expenses on top of what the agency will continue to provide for free for CEUs.
- Article 121.2 (Coalition) Education, Training - All workers in the coalition will now get 24 hours of paid time per license renewal cycle to complete continuing education hours.
- Article 32.2 (Coalition) Straight time comp – all workers will now have the ability to cash out straight time comp at any pay period.
- Article 32.2A (OYA) – Increased the mandate penalty pay from \$100 to \$150.
- Article 32.2C,H (OSH and PC) – Increased the mandate penalty pay from \$100 to \$150 and added 10 hour respite paid time between shifts when mandated.
- Article 90.2H (Pendleton Cottage) - workers will now have a 13/20 schedule option.
- Article 107.2 (Coalition) – Supplemental pay for those receiving worker's comp benefits so they receive 100% of their pay for all workers in the coalition.
- Article 122.2A (OYA) – Scrub reimbursement of \$200 per biennium for Dental Assistants and RNs at OYA.
- Article 122.2C,H (OSH and Pendleton Cottage) – Up to \$150 boots reimbursement for Facilities Services. Up to a \$100 slip resistant shoes or boot reimbursement for EVS and Materials Management. \$50 reimbursement for prescription safety glasses for employees required to wear safety glasses in their position.
- New LOA Critical Overtime Incentive (OYA) - \$13.00 for GLCs when staff to youth ratios fall below the local operating procedures for a facility.

- New LOA Critical Needs Incentive (OSH) - \$11.25/hour for MHTT, MHT1, MHT2, and MHST's and \$8.00/hour for Custodian and Food Service Worker/Cook's where staffing is projected below base staffing numbers.
- New LOA Critical Needs Incentive LPNs (OSH) - \$13.00/hour for Any LPN who works a swing, night, or weekend shift as an "extra" shift, shall receive the pay differential, regardless of the date they agreed to work the shift.
- (Coalition) - We proposed a differential for those who work within the secure perimeter who do not have direct patient/youth care as part of their job description/classification specification. This proposal will be moved to Central Table to be negotiated there due to the extra funding for recruitment and retention.