

**University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
Tuesday, September 24, 2024**

UMC ProVidence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Tuesday, September 24, 2024
9:00 a.m.

CALL TO ORDER

The University Medical Center Governing Board Human Resources and Executive Compensation Committee met at the time and location listed above. The meeting was called to order at the hour of 9:00 a.m. by Chair Jeff Ellis and the following members were present, which constituted a quorum of the members thereof:

Committee Members:

Present:

Jeff Ellis, Chair (via WebEx)
Laura Lopez-Hobbs (via WebEx)
Renee Franklin (via WebEx)
Bill Noonan, Ex-Officio (via WebEx)

Absent:

None

Others Present:

Mason Van Houweling, Chief Executive Officer
Ricky Russell, Chief Human Resources Officer
Tony Marinello, Chief Operating Officer.
Jennifer Wakem, Chief Financial Officer
James Conway, Assistant General Counsel
Stephanie Ceccarelli, Board Secretary

SECTION 1. OPENING CEREMONIES

ITEM NO. 1 PUBLIC COMMENT

Chairman Ellis asked if there were any persons present in the audience wishing to be heard on the item listed on this agenda.

None present.

ITEM NO. 2 Approval of minutes of the regular meeting of the UMC Governing Board Human Resources and Executive Compensation meeting on August 26, 2024. (For possible action)

FINAL ACTION:

A motion was made by Member Hobbs that the minutes be approved as recommended. Motion carried by unanimous vote.

ITEM NO. 3 Approval of Agenda (For possible action)

FINAL ACTION:

A motion was made by Member Franklin that the agenda be approved as recommended. Motion carried by unanimous vote.

SECTION 2. BUSINESS ITEMS

ITEM NO. 4 Review and recommend for approval by the University Medical Center of Southern Nevada Governing Board, and ratification by the Hospital Board of Trustees, in accordance with Clark County Ordinance 3.74.030(12), the Collective Bargaining Agreement between University Medical Center of Southern Nevada and the Service Employees International Union, Local 1107, effective the date ratified by the Hospital Board of Trustees through June 30, 2028; and take action as deemed appropriate. (For possible action)

DOCUMENTS SUBMITTED:

- Renewal CBA Presentation
- Attachment I – Highlights of Changes
- Attachment II – Redlined TA's
- Attachment III – Fiscal Impact Cost Savings Assessment Summary Matrix
- Attachment IV – Fiscal Impact Summary

DISCUSSION:

Ricky Russell, Chief Human Resources Officer, provided a review of the highlights of the SEIU CBA Agreement. He noted that the overall process was collaborative between the parties.

The bargaining commenced in February and on September 12, 2024, UMC and the Service Employees International Union, Local 1107 (SEIU) reached a tentative agreement for a new CBA Agreement. SEIU's members ratified the agreement on September 18, 2024.

Mr. Russell shared a timeline of the final approval process and statistics. This agreement represents over 3,900 employees represented by the SEIU. The entire agreement was subject to more than 20 bargaining sessions, 30 Articles were amended, and one new article was added to add the centralized resource pool.

A summary of some of the more substantive enhancements of the agreement are as follows:

- There will be a retroactive cost of living adjustment COLA for FY2025 that will be paid subsequent to ratification of the agreement.
- There will be a 1.5% increase to the salary schedules in FY2025 and FY2026. It will not be retroactive and is only applicable to full and part time employees.
- There will be a COLA for fiscal years 2026-2028.

- Shift differential and standby pay rates were made to get closer to market rates.

Chair Ellis asked if there was a contract reopener. Mr. Russell confirmed that there is no reopener and the next contract renewal will be in 2028.

Other enhancements that were highlighted included floating/call offs, demotion/promotion language, attendance/tardies, drug/alcohol testing, CAL leave and EIB. There was continued discussion regarding the process of drug/alcohol testing for employees.

Lastly, Mr. Russell shared the fiscal impact rate summary. The rate increases were appropriately budgeted for and reviewed for accuracy. Details were provided to the committee regarding floating holidays, adjustments to salary in the event of a promotion or demotion, the voluntary EIB cash out program and revised CAL accrual.

FINAL ACTION:

A motion was made by Member Franklin to approve the agreement and recommend approval to the UMC Governing Board and the Board of Hospital Trustees for approval. The motion carried by unanimous vote.

SECTION 3. EMERGING ISSUES

ITEM NO. 5 Identify emerging issues to be addressed by staff or by the UMC Governing Board Human Resources and Executive Compensation Committee at future meetings; and direct staff accordingly. (For possible action)

Discussion:

None

COMMENTS BY THE GENERAL PUBLIC:

At this time, Chair Ellis asked if there were any persons present in the audience wishing to be heard on any items not listed on the posted agenda.

SPEAKERS(S): None

There being no further business to come before the Committee at this time, at the hour of 9:27 a.m. Chairman Ellis adjourned the meeting.

Approved: November 18, 2024
Minutes Prepared by: Stephanie Ceccarelli