



**FRONT-LINE PATIENT CARE STAFF  
UNITED FOR CHANGE AT OSU**

[IAMhealthcareOH.org](http://IAMhealthcareOH.org)

**An Important Message from Your PCA/PCT Bargaining Committee:**

## **“WE DESERVE PROFESSIONAL RESPECT”**

### **Union calls on OSU executives to address Safety and Health, other outstanding proposals**

As members of your PCA/PCT Bargaining Committee, we are sharing this time-sensitive update to make sure you have the latest information on contract negotiations with OSU. Through multiple negotiation sessions with management, we are making the case that PCAs and PCTs are healthcare professionals who deserve to be respected and compensated as such. In recent weeks, we have made significant progress, but we are still awaiting responses from the OSU management team on many key items.

- **What is the new Grievance Procedure PCAs and PCTs won?**

We have secured OSU’s tentative agreement on a strong **Grievance Procedure**. Once our contract is finalized, this will empower any union-represented PCA or PCT to file a formal grievance related to a complaint or dispute concerning employee relations, working conditions, and/or unjust or inequitable treatment, or any violation of your union contract. This article also includes recourse to escalate a grievance to **Arbitration**, a process through which an independent third-party can be brought in to resolve the matter free from management bias. This is a powerful tool to protect the rights of employees.

- **What else have PCAs and PCTs won?**

Your Bargaining Committee has secured tentative agreements on key items, including formal **Recognition** of our union by OSU, **Non-Discrimination** that prohibits harassment and ensures employees with disabilities are supported in seeking accommodations, and **Severability** to ensure our contract remains in effect in the event of a legal challenge, among others.

- **What are some items that aren’t resolved yet?**

Despite this momentum, we are still awaiting OSU’s response to some of our most significant proposals. For example, your Bargaining Committee made a detailed 5-page **Safety and Health** proposal to OSU management on September 19, 2024. Although there has been discussion of the proposal at the bargaining table, we have not received a written response to our proposal in the two months since we made it! We are also waiting on management responses to **Professional Practice, Union Access and Representatives, Employment and Hiring, Bargaining Unit Work, Education and Professional Development, Labor-Management Committee, and Probationary Period**, among others. We encourage management to reply on these and other items as soon as possible, so we can focus on economic terms, including **Wages and Compensation**.

- **What is this “contract” that everyone is talking about?**

The Collective Bargaining Agreement is an agreement between IAM Healthcare (your union) and OSU (your employer). It will contain your working conditions, rates of pay, pay increases, vacation, health and welfare, safety rules, nondiscrimination rules, grievance procedures, job descriptions, work scope, and more. Once negotiations are complete, you will have an opportunity to vote the contract up or down. This is called a “ratification vote.” We will be available to explain all the different parts of this agreement before you cast your vote. If you ratify the agreement, it will go into effect on the date listed in the agreement.

- **Who is on the PCA/PCT Bargaining Committee?**

Your Bargaining Committee consists of PCA Kelly Williams, PCA Gina Whitehead, PCA Lyndsee Cody, PCA Bill Knisely, PCA Katie Kamara, PCT Dylan England-Carroll, Union Representative Rich Nadeau, and Chief Negotiator Shane Brinton. This is a representative group, nominated by PCAs and PCTs earlier this year, plus experienced union staff.

- **How can we help the process forward to a final contract?**

Sign the PCA/PCT petition, then share it with your coworkers, your family, friends, community clubs, churches, and other organizations for their support. This petition communicates to the OSU executives that you demand professional respect, safe staffing, and fair wages. **Your help in promoting this petition is crucial to winning the strong union contract you deserve!**



**[PCA/T Petition](#)**