

An Illustration of Paid Time Off (PTO) Inequity at JMHC

Note: As we do not have paid sick leave at Journey, all of these stats for PTO are essentially combined PTO and sick leave time.

A. PTO given to clinical staff (case workers, nurses, prescribers, etc) hired after Feb. 2017:

- 15 days (120 hours) for year 1 of employment.
- 4 weeks (160 hours) for years 2-4 of employment.
- 5 weeks (200 hours) for years 5-8 of employment.
- 6 weeks (240 hours) for years 9 onward.
- *This PTO must all be accrued throughout the year, every year (no PTO up front).*
- Carryover is as follows:
 - 1 week (40 hours) for end of year 1.
 - 2 weeks (80 hours) for end of years 2-4.
 - 12.5 days (100 hours) for end of years 5-8.
 - 3 weeks (120 hours) for end of year 9 and onwards.

B. PTO given to non-clinical staff (management, supervisors, PSS, HR, etc) and clinical staff hired prior to Feb. 2017 (these clinical staff were “grandfathered”):

- 5 weeks (200 hours) for year 1 of employment.
- 6 weeks (240 hours) every year after year 1.
- *Workers will get this PTO in total up front at the beginning of the year or their employment (if they are new to Journey).*
- May carryover up to 3 weeks (120 hours) per year.
- These are the benefits Journey has had for years.

C. Journey’s most recent PTO proposal for ALL clinical staff (case workers, nurses, prescribers, etc) that was proposed in Fall 2019 to organized employees:

- Up to 2 weeks (80 hours) PTO up front for new hires for the 1st year.
- All other PTO must be accrued throughout the years as follows:
 - Additional 2 weeks (80 hours) for year 1 (along with up to 80 hours up front).
 - 5 weeks (200 hours) for years 2-7 of employment.
 - 6 weeks (240 hours) from years 8 onward of employment.
- Employees may carry over 50% of the given PTO earned the over the ending year.
- *All grandfathered clinical staff would be forced into this PTO if it were to be agreed upon by both Journey and the employees.*

D. What all Journey clinical employees have asked for and wanted since day 1:

- 5 weeks (200 hours) for year 1 of employment.
- 6 weeks (240 hours) every year after year 1.
- *Workers will get this PTO in total up front at the beginning of the year or their employment (if they are new to Journey).*
- May carryover up to 3 weeks (120 hours) per year.

Mission, Vision, and Values of Journey Mental Health Center

Mission:

Improving people's lives by pioneering and sustaining effective mental health and substance use disorder services.

Vision:

The vision of Journey Mental Health Center is to become a center of excellence for the provision of behavioral health services.

People: Hiring and retaining great employees.

Productivity: Being a model of quality and cost effective service for other behavioral health organizations.

Partners: Achieving and maintaining the highest levels of consumer satisfaction.

Values:

- Integrity
- Diversity
- Respect
- Excellence
- Accountability
- Hope