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82 Frontline Healthcare Professionals at Taylor and Delaware County Memorial Hospitals Reach A Critical Deal for a First Contract That Further Respects Healthcare Professionals

Plymouth Meeting, PA - Today, 82 technical specialists and professionals at Delaware County-based Taylor Hospital and Delaware County Memorial Hospital (DCMH) overwhelmingly ratified an agreement they forged on Wednesday with Prospect Medical Holdings, Inc., the California-based, for-profit owner of both facilities – a contract that further respects the frontline healthcare professionals, including clinical nutritionists, speech therapists, physical therapists, occupational therapists, social workers, medical laboratory technicians, and radiology technologists, who in many cases are the face of care for their Delaware County patient community.

“Two and a half years into the worst pandemic of our lifetimes, the system that’s supposed to support healthcare professionals, and therefore patients, is in crisis,” says PASNAP President Maureen May, R.N., a longtime Temple University Hospital nurse. “Hospital staff numbers have dwindled here and nationwide due to burnout and short-sighted, bottom-line decisions. This contract, with its emphasis on measures to improve retention, acknowledges the contributions of frontline caregivers and by prioritizing their well-being, also prioritizes patient care. We are thrilled.”

The caregiver’s new three-year contract includes:

- A new wage scale that will allow Taylor and DCMH to better recruit and retain their staff, with increases of 16% to 25% over the life of the contract
- Improvements to retirement – a new matching program for employees’ retirement accounts
- Additional holiday pay when working on a holiday
- Additional funds for employee education and certifications
- Protections against cancellations to maintain appropriate staffing in the hospitals

“We are incredibly proud of this agreement,” says Monique McHugh, a radiology technologist who has worked at Taylor Hospital for 23 years and was a member of the union’s bargaining committee. “We are looking forward to having a voice with administration, a seat at the table, so we can better advocate for ourselves, for our colleagues, and for our patients.”

“It took us 14 long months to get to this point, but it was worth it,” says Phyllis Rozner, a clinical nutritionist with 24 years of experience at DCMH. “Winning a strong contract with improvements for the professional staff who helped usher our hospitals through the COVID-19 crisis means everything to us and to our patients. It will help us retain more staff and continue to provide quality healthcare for our community.”

“DCMH and Taylor share the same owner and are part of the same health system,” says DCMH clinical dietitian Danielle Burke, “but we were siloed before. Now there’s greater communication and more of a

family dynamic between the hospitals. I'm really looking forward to our collaboration on behalf of each other and our patient community here in Delaware County."

Taylor/DCMH Employees United joins the DCMH-based Delaware County Nurses Association and Delaware County Technical Employees Association as an affiliate of PASNAP.

Taylor/DCMH Employees United is an affiliate of the Pennsylvania Association of Staff Nurses and Allied Professionals (PASNAP), which represents more than 9,000 nurses and healthcare professionals across the commonwealth and was founded on the belief that patients receive the best care when clinical-care staff has a strong voice to advocate for both patients and themselves.