

ADDENDUM REGARDING REGISTERED NURSES

ADDENDUM TO THE AGREEMENT OF JULY 1, 2022, to JUNE 30, 2028 BETWEEN MISSION NEIGHBORHOOD HEALTH CENTER AND NATIONAL UNION OF HEALTHCARE WORKERS

This Addendum to the current Agreement (July 1, 2022 to June 30, 2028) between Mission Neighborhood Health Center, hereinafter referred to as the “Employer” or the “Health Center,” and the National Union of Health Care Workers, hereinafter referred to as the “Union,” is an integral part of the current Agreement which includes any Appendix or Side Letter of the Agreement. The provisions of Agreement remain in full force and effect and, except as noted herein, hereby apply in all respects to this Addendum.

ARTICLE 2—RECOGNITION AND EXCLUSION

2.1 RNs Included in the Bargaining Unit.

This provision of the Agreement is amended to recognize the Union as the exclusive bargaining agent for Charge Nurses, Lead Nurses, Staff RNs, and RNs on call.

ARTICLE 6—CATEGORIES OF EMPLOYEES

6.8 Floating to Another Facility in a Single Workday.

Add to the current subsection: Float Differential. An RN who is required to work at more than one (1) site/location will receive two dollars (\$2.00) per hour for all hours worked. This subsection applies to an RN who (1) after starting their shift at one site (e.g. Shotwell) is required to work at another site (e.g. Excelsior), (2) is prescheduled to work at two (2) work locations (e.g. Shotwell and Bernal) etc.

ARTICLE 7—HOURS OF WORK

7.6 Weekend Differential.

This new subsection provides for a two-dollar (\$2.00) differential per hour for all hours worked by an RN on the weekend.

ARTICLE 22—EDUCATIONAL LEAVE

22.3 Credentials and Licenses.

Add to this Article the following subsection 22.3: The Employer will reimburse RNs for a course/training for certification in BLS (Basic Life Support) and for the cost of the RN’s license renewal.

ARTICLE 25—MISCELLANEOUS

25.2 Joint Labor Management Patient Care Committee.

Add to this subsection: The parties will meet and confer over the implementation of weekend shifts for RNs and the Employer's use of its best efforts to grant RNs up to eight (8) hours a week for the purposes of designated non-patient-facing time based on patient and operational needs.

APPENDIX A CLASSIFICATIONS AND WAGE RATES (RN salaries are reflected on an hourly basis, however, the RNs FLSA status remains exempt).

Effective July 1, 2024, the following hourly wage scale will be implemented for RNs:

Start	1 year	2 Years	3 Years	4 Years	5 Years	6 Years +
43.75	44.84	45.96	47.11	48.29	49.49	50.74

Effective July 1, 2025 there will be a 4% increase to the wage scale:

Start	1 year	2 Years	3 Years	4 Years	5 Years	6 Years +
45.50	46.63	47.80	48.99	50.22	51.47	52.77

Effective July 1, 2026 there will be a 4% increase to the wage scale:

Start	1 year	2 Years	3 Years	4 Years	5 Years	6 Years +
47.32	48.50	49.71	50.95	52.23	53.53	54.88

Effective July 1, 2027 there will be a 4% increase to the wage scale:

Start	1 year	2 Years	3 Years	4 Years	5 Years	6 Years +
49.21	50.44	51.70	52.99	54.32	55.67	57.07

- Lead RN wages are five percent (5%) above the preceding scales.

Effective July 1, 2024:

All current RNs will be placed on the step of the initial scale based on RN-completed year(s) of clinical experience post their RN license. Such placement will not exceed Step 4. After placement, RNs will move to the following step of the wage scale on their anniversary date.

or


In cases where an RN has fewer than two (2) years' experience or tenure, the RN will be placed at the 2-year step and will move to the following step of the wage scale on their anniversary date.

RNs hired on or after July 1, 2024 will be placed at the Start rate of the wage scale, unless the RN has more than one (1) year of verifiable RN clinical experience post RN license. If the RN has more than one (1) year clinical experience, they will be placed on the scale according to each year of completed experience up to a maximum of three (3) years.

In witness whereof this Addendum is signed and executed on this day September 11th of 2024.


 Anna Robert, MNHC CEO Date 9/11/24


 Rita Franklin, MNHC Bd President Date 9/11/24


 Sophia Mendoza, NUHW President Date 09.06.24


 Joaquin Recinos, NUHW Coordinator Date 09.06.24