

THE CHOICE IS CLEAR: VOTE YES!

RN/PRO NUHW PROPOSAL	MANAGEMENT'S PROPOSAL
WAGE SCALE STRUCTURE	
<ul style="list-style-type: none"> • New: RN I, RN II, RN III levels based on education/certification • New: Rehab Therapist II position for speciality/additional responsibilities • New: Per Diem/Weekender Wage scale based on years of experience • New: Pharmacists levels based on education 	<ul style="list-style-type: none"> • NO changes to the existing wage structure • RN II will continue to be at the discretion of management • NO credit for education/certifications • NO additional level of Rehab Therapist • NO years of experience credit for Per Diems / Weekenders
WAGE RATES	
<ul style="list-style-type: none"> • 12% increase in start rates on wage scales to catch up with other Tenet hospitals • Minimum of 12% or placement on new wage scale, whichever is greater • Addition of Steps 16 and 30 to the wage scale • Wage scale inflates by 3% in second and third years of the contract • Wage scales based on YOY for Per Diems/Weekenders 	<ul style="list-style-type: none"> • 2% or less wage increase for 85% of staff in year 1 • 2.5% one-time lump sum bonus if you at or above the wage scale • Wage scale inflates by 2% in each year of the contract • NO additional Steps 16 and 30
DIFFERENTIALS	
<ul style="list-style-type: none"> • Evening shift: Increase from \$2.50 to \$4.25 • Night Shift: increase from \$4.10 to \$7.00 • Charge Nurse: Increase from 5% to 10% • Lead in non-RN units: Increase from 5% to 10% • Mental Health Triage Social Workers: 5% 	<ul style="list-style-type: none"> • Evening shift: increase from \$2.50 to \$2.75 • Night Shift: increase from \$4.10 to \$4.50 • Charge Nurse: NO increase • NO increase for Leads in non-nursing departments • NO differential for Mental Health Triage Social Workers
OTHER ECONOMIC IMPROVEMENTS	
<ul style="list-style-type: none"> • Standby/on-call: increase from \$7.00 to \$15.00 • Restoration of Longevity Bonus, including bonuses for those who were skipped in 2019 • Minimum Extra Shift Bonuses <ul style="list-style-type: none"> ◦ RN: \$540 ◦ Lab/Pharm: \$300 ◦ All other: \$250 	<ul style="list-style-type: none"> • Standby/on-call: increase from \$7.00 to \$9.00 • NO Longevity Bonus • NO minimum rates for Extra Shift Bonuses