

WAGE PROPOSAL SUMMARY



On Thursday, July 28 the NUHW RN/Pro Bargaining Team gave management our first economic proposal. Below you'll find the details. This a summary, not a complete description of the proposal. If you have questions, talk with your unit's Bargaining Team member. We'll be expecting a response from management at our August negotiations - be sure to join!

BARGAINING TEAM'S PROPOSAL

Wage Scales: The Bargaining Team restructured the wage scale. This is an outline of the restructured scale:

For Registered Nurses: there are now three levels, as listed below:

- RN I: An RN I is an RN with an ADN; it is also the RN level that a NEW GRAD starts on until they reach two years of employment.
- RN II: An RN II is an RN with an ADN and a national certification; it is also an RN who holds a BSN; and it includes all currently classified RN Clin IIs. New Grads go on to RN II when they have two years of employment.
- RN III: An RN III is an RN who has a BSN and a national certification; it is also an RN who holds an MSN.

For Pharmacists, there are two levels, as listed below:

- Pharmacist I: Licensed pharmacist with either a Doctorate of Pharmacy degree or Registered Pharmacist
- Pharmacist II: Current Clinical Pharmacist or Licensed Pharmacist with Board Certified Specialty

For Rehab Therapists: The Bargaining Team proposed Therapist I and Therapist II positions based on various levels of work, training, responsibilities:

The Wage Scales:

- Two additional steps were added: Step 16 and Step 30
- Each year the scale inflates by 3%

Criteria for placement on scales: Continues to include years of experience, but now also includes education for RNs and Pharmacists.

Wage increase: For this year, the Bargaining Team proposed a 12% wage increase or placement onto the wage scale, whichever is greater. For each of the following two years, the increase is between 3% to 7.5% depending on where you fall on the wage scales. Everyone gets an increase: no capping out, no bonuses.

Per diem employees: 20% differential above FT/PT wage scale.

Here are some real examples of how the Bargaining Team's proposal impacts us:

FULL TIME AND PART TIME						
Unit	Current Position	Current Wage Rate	New Position	New 2022 Wage Rate	Years of Experience	Education
ICU	RN I	\$58.88	RN II	\$71.02	15	BSN
TELE	RN II	\$63.08	RN II	\$76.08	22	BSN
PEDS	RN I	\$58.88	RN I	\$70.35	19	ADN
SURGICAL	RN I	\$51.30	RN I	\$57.51	8	ADN
2 EAST	RN I	\$40.72	RN I - New Grad	\$46.76	1	BSN
4 EAST	RN I	\$46.05	RN II	\$55.26	5	BSN
3 EAST	RN I	\$49.56	RN I	\$55.84	7	ADN
OR	RN I	\$61.44	RN I	\$77.62	37	ADN
SAME DAY SERVICES	RN I	\$51.30	RN III	\$63.41	8	MSN
OB	RN II	\$55.76	RN III	\$67.27	10	MSN
REHAB	Therapist-Occup	\$57.74	Therapist I	\$68.67	18	N/A
REHAB	Therapist-Phy	\$59.32	Therapist II	\$74.27	21	N/A
LAB	CLS	\$53.87	CLS	\$67.97	14	N/A
PHARMACY	Pharm-Staff	\$82.21	Pharmacist I	\$107.73	20	PharmD
PHARMACY	Pharm-Clinical	\$90.93	Pharmacist II	\$118.89	25	PharmD
SOCIAL SERVICES	SW MSW	\$40.57	SW MSW	\$54.16	7	N/A
SOCIAL SERVICES	SW LCSW	\$49.24	SW LCSW	\$64.73	12	N/A
UTILIZATION REVIEW	Case Manager	\$65.22	Case Manager	\$77.56	18	N/A

PER DIEMS						
Unit	Current Position	Current Wage Rate	New Position	New 2022 Wage Rate	Years of Experience	Education
EMERGENCY ROOM	RN I	\$52.91	RN II	\$62.51	3	BSN
PACU	RN I	\$52.91	RN I	\$86.95	20	ADN
REHAB	Therapist-Speech	\$55.14	Therapist	\$73.22	10	N/A

Here's the Bargaining Team's proposals for differentials:

	CURRENT DIFFERENTIAL	UNION PROPOSAL
CHARGE NURSE DIFFERENTIAL	5% differential	Increase differential to 10%
CLS CHARGE DIFFERENTIAL	5% differential	Increase differential to 10% when assigned lead duties
LEAD-REHAB DEPARTMENT	\$1.50 differential	Increase differential to 10%
RELIEF LEAD DIFFERENTIAL	Not in current contract	If assigned "lead" position for the day, will get a 5% differential per hour
PRECEPTOR TRAINING DIFFERENTIAL	RNs: \$3.00 per hour precepting - a new hire RN - a Versant nursing resident - transition Registered Nurse	RNs: \$3.00 per hour precepting new graduate RNs, students, RNs who are orienting or training to a new department/unit OR in extended training positions. ALL OTHER EMPLOYEES: 5% differential to train/orient a new employee, student, resident or if orienting an employee to a new position or area of responsibility.
EDUCATION	Reimbursement of college program: - 3 years or less employment = \$1,500 - 4 years employment = \$2,000 - 5+ years employment = \$3,000	- 5+ years employment = \$4,000 NEW: 20 hours per year paid time for BRN-CEU classes and CEUs that are required for professional staff
EVENING SHIFT AND NIGHT SHIFT DIFFERENTIAL	Evening shift: \$2.50 Night Shift: \$4.10 Pharmacist night shift differential: \$5.10	Evening Shift: \$4.25 Night Shift: \$7.00
ON CALL PAY	\$7 per hour	Increase to \$15 per hour
EXTRA SHIFT BONUS	Not in current contract	If a unit has not scheduled a sufficient number of staff to care for the patients and/or the nursing units are not in compliance with state mandated ratios, the employer shall offer an extra shift bonus as follows: - Nursing Unit: Minimum of \$540 per extra shift - Laboratory: Minimum of \$300 per extra shift - Pharmacy: Minimum of \$300 per extra shift - All other represented classifications: Minimum of \$250 per extra shift If staff do not volunteer to work an extra shift, FV my increase the extra shift bonus; however, if so, all staff that do volunteer to come in for an extra shift on that day shall be paid the highest rate offered for that extra shift. The extra shift bonus shall be paid in full regardless of times it is offered and accepted.
RECOGNITION BONUS	Not in current contract (removed from last contract)	-10 years of service: \$800 -15 years of service: \$800 -20 years of service: \$1,300 -25 years of service: \$1,700 (and each five-year milestone thereafter, i.e. 30, 35, etc.) All staff that reached milestone year in calendar year 2019 but weren't paid the bonus in 2020 will receive a one time retroactive longevity bonus payment.
STAFFING	Not in current contract	No cancellations, flexing or floating if result is that the unit goes out of ratio, the charge has to take a patient assignment, or there is no break nurse Every nursing unit must have a designated break nurse
HOLIDAYS	Six holidays: Memorial Day, Independence Day, Labor Day, Christmas Day, New Years Day, Thanksgiving	Increase to eight holidays: include Martin Luther King Jr. Day and Easter Sunday
SOCIAL WORKERS	Not in current contract	5% differential when designated Mental Health Triage Social Worker
OPEN HEART PAY PROGRAM: FOR ICU	Not in current contract	RNs in ICU will continue to participate in the Open Heart Pay Program, which includes: -\$10 per hour for the first 24 hours of care following open heart surgery -\$5 per hour for the second 24 hours of care



HERE'S WHAT THE BARGAINING TEAM NEEDS YOU TO DO NOW TO HELP WIN A STRONG CONTRAT!

Plan now which days you will be at bargaining! Here are the dates:

Tuesday thru Friday: August 23, 24, 25, and 26

Wednesday thru Friday: September 7, 8, and 9

Demonstrating strong hospital wide support is critical to showing management we are serious, united and determined: plan to attend as many of these sessions as you can! Make every effort!

Nursing Units: If you are out of ratio, you must fill out the Out of Ratio Form—we need to hold Tenet accountable to the law and to patient safety. We already filed 26 complaints and will be filing more this week. The Department of Health has already found violations of Title 22 and Hospital Administration had to make a plan of correction for the various units that were found to be out of ratio.

Fill out the Out of Ratio Form by pointing your camera phone at this QR code or visiting: nuhw.org/FV-Out-of-Ratio



For more information, contact an NUHW Bargaining Committee member or NUHW Organizers Daniel Dominguez at (661) 609-6339, ddominguez@nuhw.org or Charlotte Bowman at (603) 562-9075 or CBowman@nuhw.org.