

# Historic Agreements Return Steps, Offer Pro Parity and Establish Mandatory Staffing Ratios

## Ratification Vote - Nov. 6 and 7

### Turn this flyer over for times and locations

The contracts for RNs and Professionals hammered out over the last several weeks by our Local 1991 bargaining team are ground-breaking!

Highlights include:

### Increased Pay

- Salary steps turned back on with a new step schedule in which all steps are 4.2% apart
- Salary adjustments for employees who have missed three steps or more or have waited more than 48 months for a longevity step
- 2% one-time lump sum payment (on base salary) to be paid to all bargaining unit employees after ratification of this contract
- Protection of 3-4 RN schedule
- Improved and safer orientation, floating and cross-training procedures and requirements
- \$2 per hour float pay for RNs who float more than 50% of hours worked in a pay period
- Increased charge pay to \$2 and preceptor pay to \$1.25
- Physician assistants received salary parity with ARNPs
- Midwives received additional step to achieve parity with ARNPs
- Part time and per diem professionals become eligible for \$125 uniform allowance
- CHS 5% pay for professionals
- Employees will be granted paid time without a patient assignment to complete mandatories
- Holiday Administrative Leave day (AD) is restored

- 3 E-days restored for RNs
- Education bonus of \$1040 for professionals who earn an advanced degree that is not required for their job
- Partial PL days will count toward calculation of OT
- If full time employees move to part time and back to full time, they do not have to restart accumulation of time to earn longevity bonus
- Increased evening, night and weekend shift differentials for professionals (parity with RNs)
- Reopener for COLA for 2016-2017

### Safe Staffing and Quality Care

- Nurse staffing ratios IN THE CONTRACT (grievable and arbitable)
- Labor-Management partnership giving the union a seat at the table in decisions about how to most effectively deliver high quality health care at Jackson
- Continuation of guarantee not to contract out ER services at Main nor ER employees anywhere
- Improvements to the discipline process
- Professional per diems become part of the bargaining unit

### Health Insurance

- New Jackson First health insurance option with lower dependent premiums and no co-pays or deductibles
- Select HMO and Jackson First options still free for employees; POS and HMO High premiums are \$75 and \$50 respectively
- Sacrificed flex dollars in exchange for professional parity and nurse staffing ratios

