



**RNs and Professionals
2014-2017 Contract Ratification Notice**

**INFORMATIONAL MEETINGS
AND RATIFICATION/VOTING**

All bargaining unit members are invited to learn about the agreements, participate in questions and answers and vote during these meetings.

Thursday, November 6, 2014

Jackson Main

7:30 - 9:30 am and 12:00-1:30 pm and 5:00-6:00pm - DTC 270

North Dade Health Center – Break Room – 10:00 - 11:00am

Jackson North Community Mental Health Center (20201 NW 37th Ave.) 11:30am-12:30pm

P.E.T. Center – Break Room – 1:30-2:00pm

Jefferson Reeves – Break Room- 2:30-3:00pm

SEIU Local 1991 Office, 18441 NW 2nd Avenue, Suite 502, Miami Gardens 8:30am-5:00pm

Friday, November 7, 2014

Jackson South Community Hospital

7:30 - 9:30 am and 12:00-2:00 pm - Executive Conference Room 2

Jackson North Medical Center

7:30 - 9:00 am and 12:00-1:30 pm - 2nd Floor Auditorium

Pre-Trial Detention Center– Break Room - 7:30-8:30 am and 2:30-3:30 pm

TGK & Stockade – TGK Break Room – 7:00-8:00 am and 2:30-3:30 pm

Metro West – Break Room – 7:00-8:00 am and 2:30-3:30 pm

LTCC – Break Room – 10:30 –11:30 am

Rosie Lee Wesley – Break Room- 10-10:30am

Perdue Medical Center – Classroom –2:30-3:30pm

SEIU Local 1991 Office, 18441 NW 2nd Avenue, Suite 502, Miami Gardens - 8:30am-5:00pm

If you are unable to vote at your worksite, you may vote at any other site at the scheduled time. The SEIU Local 1991 office is open for questions and answers and voting 8:30am-5:00pm Nov. 6-7.

BE SURE TO VOTE!

All RN and Professionals bargaining unit members are entitled to vote. Copies of the tentative agreements are available for inspection at www.seiu1991.org or at the meetings listed above.

Ballots will be publicly counted at the conclusion of each voting session at each polling site. Bargaining unit members are welcome to observe the counting process.

SEIU Local 1991 - 18441 NW 2nd Avenue, Suite 502, Miami Gardens, FL 305-620-6555 - Fax 305-620-1429 - www.seiu1991.org

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

