Below please find information regarding the key components of our recently ratified USW Local 9620 collective bargaining agreement (CBA) to include dates items will be effectuated in year 1 of the agreement. This is applicable to those employees in RN roles who are covered by the CBA. Thank you.

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| **Article** | **Information** | **Year 1 of Agreement** |
| Agreement Term | January 1, 2019 through December 31, 2020 |  |
| Article 11.1 | Modified to: grievance meetings shall be held within 30 days of filing, unless mutually agreed to. Every effort will be made to address suspensions and terminations sooner. |  |
| Article 12.2Unpaid Leave | Shall be amended to provide “An employee granted such leave shall not be guaranteed employment upon the expiration of the leave”. | Effective date January 1, 2019 |
| Article 20.2 | The CBA will be amended to state:“Upon request, the Union will be shown the Agency Agreement which prohibits the cancellation in that instance.” |  |
| Article 21Education /Tuition Assist. 21.2, 21.4 | * Modify sentence to read: “The Hospital shall reimburse the employee for tuition up to a maximum of $5,250.00 per calendar year, for studies leading to BSN or higher nursing degree.
* Certification course chart shall be revised as proposed.

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| **Course** | **Initial** | **Renewal** |
| ENPC/TNCC | 16 hours | 16 hours |
| ONS-ONCC/ APHON:Chemotherapy/Biotherapy | 20 hour | 7 hours |
|  ACLS/PALS | 16 hours | 8 hours |
| Stroke Education | 8 hours | 8 hours |
| NRP | 11 hours | 11 hours |
| BLS | 4.5 hours | 4.5 hours |

 | Effective date January 1, 2019 |
| Article 23.1Acuity & Staffing | Will be amended to include “… 2 hours before the start of the Registered Nurses shift” | Effective date January 1, 2019 |
| Article 27.3Bereavement | * Modification: Add bereavement time for foster child(ren) and delete same sex partner
* Will be amended to include the following new sentence: “A Registered Nurse is eligible to use PTO to attend a memorial service at a later date. Such timely PTO request will not be unreasonably denied.”
 | Effective date January 1, 2019 |
| Article 29 Sec. COn Call Pay | Increase from $4.50/hour to $4.75/hr retroactive to the first pay of January 2019. | **Year 1 Effective Date:** RNs covered by the agreement will see the increase for on call pay effective pay period beginning June 2, 2019. **Retroactive Pay:** Retroactive pay due back to December 30, 2018 to May 18, 2019 will be paid out in pay check dated June 6, 2019.Retroactive pay for the May 19, 2019 to June 1, 2019 pay period will be paid out in pay check dated June 20, 2019. |
| Article 34 Sec. 6 Professional Advancement System (PAS) | Effective January 1, 2020, professional registered nurses hired before June 1, 2014, shall be eligible to submit credit earned before June 1, 2014 toward Clinical Nurse Level III designation providing they are currently at the Clinical Nurse II level. This documentation must be submitted by Saturday, February 29, 2020.  | Process under development & will be shared with directors & USW upon completion  |
| Article 36.1Charge PayPreceptor Pay | Increase charge pay from $1.50/hour to $2.00/hr retroactive to the first pay of January 2019.Increase from $0.75/hr to $1.00/hr retroactive to the first pay of January 2019 | **Year 1 Effective Date:** RNs covered by the agreement will see the increase for on call pay effective pay period beginning June 2, 2019.  **Retroactive Pay:** Retroactive pay due back to December 30, 2018 to May 18, 2019 will be paid out in pay check dated June 6, 2019.Retroactive pay for the May 19, 2019 to June 1, 2019 pay period will be paid out in pay check dated June 20, 2019. |
| Article 39Wages | **Year 1:** Full time and part time (32 hours or greater) RNs covered by the CBA will receive a 2.5% increase with 2% retroactive to January 2019 and 0.5% increase effective June 30, 2019.Effective these same dates, per diem RNs shall receive the same increases for Year 1and 2. **Hiring Scale as of December 30, 2018**

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| Year 01Effective December 30, 2018 |  |
| Years Experience | Hire Rate |  |
| < 1 | $30.60  |  |
| >1 <3 | $31.21  |  |
| >3 <7 | $33.66  |  |
| >7 <10 | $34.43  |  |
| >10 < 13 | $35.80  |  |
| >13 <15 | $37.33  |  |
| >15 | $40.29  |  |
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 | **Year 1 Effective Date:** RNs covered by the agreement will see their new wage rates for pay period commencing May 19, 2019 and in their pay check dated June 6, 2019. **Retroactive Pay:** Retroactive pay due back to December 30, 2018 will be paid out in pay check dated June 6, 2019. |
| Article 39Wages | Full or part time (32 hours or more per pay period) professional registered nurses hired into and working under the float pool cost center will receive a $2.00 differential effective the first pay in January 2019. If the professional registered nurse transfers to a different department/ cost center they will forfeit this float pool differential effective the date of transfer to the new department/cost center.  | **Float Pool Differenial:**In process of creating a differential code- anticpate retro pay and differential to be in place for pay period commencing June 2nd and noted in pay day of June 20, 2019 |
| ANCC Certification List | Updated to align with certification pay eligibility which enhances and supports the opportunities to recognize specialization in a clinical nursing practice. | Update in progress and will be shared by senior nursing leadership with directors and USW leadership upon completion so that this may be cascaded down to staff. |
| Side Letter of Agreement- January 18, 2019 | The parties agree that at the next collaborative practice committee (CPC) meeting following settlement, the CPC will schedule a subcommittee to address issues pertaining to staffing, acuity and workplace violence. The subcommittee will report back to the CPC committee. The parties agree to the system’s concurrent employment program. Concurrent employees will not be used to replace vacant positions or deplete the bargaining unit. | CPC meeting held on May 28, 2019.Subcommittees being formed and scheduled- M. Valendo, Interim CNO to provide update in coming weeks. |