



Summary of Tentative Agreements:

Wages:

- 7.5% wage increase effective two full pay period following ratification
- 1.0% wage increase first full pay period following April 1, 2024
- 5.0% wage increase first full pay period following October 1, 2024
- 3.5% wage increase first full pay period following October 1, 2025
- 15 year service step advancement 2.5% wage increase

Compensation Differentials:

- Preceptor Differential Increased to \$3.00/hour
- Standby/On-call Pay Increased to \$28.00/hour
- Standby Pay available when called off schedule shift and hospital intends to call you in
- Float Pool to receive Float Differential
- Nurses to be paid shift diff for hours worked regardless of start time

PTO:

- 24 hour PTO Deposit, prorated by FTE and not to exceed the applicable maximum accrual cap effective the first full pay period following January 1, 2024
- 24 hour PTO Deposit, prorated by FTE and not to exceed the applicable maximum accrual cap effective the first full pay period following January 1, 2025

Clinical Ladder Changes:

- Gateway criteria remains the same and 4 points for SN4
- Added Specialty Skill Criteria point, Bilingual Conversational Skill Criteria Point
- Ability to use 2 National Specialty Certifications for 1 point each
- Ability to use 2 Department Projects for 1 point each
- Mentor for 6 months instead of 1 year
- Clinical Nurse Specialist added to National Specialty Certification
- PHN and NP criteria point removed
- Increased Community Service hours to 20 hours

Working Condition Improvements:

- Nurse not required to float more than 2x in 12hr shift or more than 1x for 8hr shift
- New Hire SNI not required to float for 6 months after orientation
- New Hire SNII not required to float for 1 month after orientation
- SNI not eligible for hire into Float Pool
- Hospital must conduct Post Workplace Violence Debriefing with follow up by PRNC
- Meal/Rest Steering Committee to develop individualized department meal/break resolutions with the assistance of a Federal Mediator
- Updated nondiscrimination Language

Nursing Practice Changes:

- Relief Nurse Category B & C can change categories one a year and additionally with manager agreement in special circumstances
- Hospital must post 6 week schedule 10 days before schedule starts
- Nurse able to return to original department if Nurse fails / not a good fit in transfer department

- Relief Nurses will be reduced in hours by rotation
- Changes to posted schedule will be made by volunteer or reverse order of seniority
- If Nurses are MROH or requested day off they have the option to use or not use PTO
- Appendix E redefines Departments, Endo Main & ASC combined, Endo ASC not mandatory call