

*Original*  
Santa Rosa Memorial Hospital Proposal to Staff Nurses Association  
10/26/23

**SRMH Package Proposal: Article VII (Compensation), Article IX (Employee Benefits, PTO, Vacation Scheduling), Article XII (Reduction of Hours, Layoffs and Recall), Article XVI (Patient Advocacy), and Appendix A (Wage Increases)**

**NOTE: ALL WAGE INCREASES AND PROPOSED PREMIUM INCREASES WILL BE IMPLEMENTED THE SECOND FULL PAY PERIOD FOLLOWING RATIFICATION UNLESS OTHERWISE NOTED.**

**Article XVI (Patient Advocacy):** Hospital's last proposal made on 10/24/23

**Article IX (Employee Benefits, PTO, Vacation Scheduling):** Hospital's last proposal made on 10/24/23

**Letter of Understanding Re PTO:**

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

**Article XII (Reduction of Hours):** Hospital's last proposal made on 10/25/23

**Article VII (Compensation):** Hospital's last proposal made on 10/25/23 except as follows:

- Remove the word "back" from Mandatory On-Call/Voluntary On-Call as proposed by the Union on 10/26/23
- Step 7 at 2.50%

**Term of Agreement:** 3-Year Term:

**Wages:** Amend Appendix A as follows:

- 7.50% across the board increase effective two full pay periods following ratification
- 1.00% across the board increase effective the first full pay period following April 1, 2024
- 5.00% across the board increase effective the first full pay period following October 1, 2024

*Tentative Agreement*  
*Peter Bradner* 10/26/23  
SNA

*[Signature]*  
Santa Rosa Memorial 10/24/23

**Santa Rosa Memorial Hospital Proposal to Staff Nurses Association**  
**10/26/23**

- 3.5% across the board increase effective the first full pay period following October 1, 2025

**LETTER OF AGREEMENT**  
**by and between**  
**Providence Santa Rosa Memorial Hospital**  
**and**  
**Staff Nurses Association**

**RE: Meal/Rest Period**

This agreement is between Providence Santa Rosa Memorial Hospital (SRMH) and the Staff Nurses Association (SNA). SRMH and the SNA are parties to a Collective Bargaining Agreement (CBA).

Meal and rest periods are of the utmost concern to both SRMH and SNA. SRMH and SNA agree that nurses need to take their meal and rest periods. SRMH and SNA will collaborate on the process for nurses receiving meal and rest periods when work hours necessitate such meal and rest periods, and in encouraging nurses to take their meal and rest periods. Rest breaks may be interrupted for patient care.

The parties will, through a steering committee, seek to provide meal and rest periods to nurses by developing an individualized department approach to help nurses take uninterrupted meal and rest periods for all identified departments. The steering committee will consist of three Hospital representatives, including at least one Nursing Director, a Human Resource representative, three bedside Nurses selected by the Association, and an Association Representative.

Any program developed by this process will include a mutually agreed upon timeframe and will be subject to agreement by the steering committee. The program may include the designation of a break nurse role without permanent patient assignments during their shifts or other identified alternatives that meet the needs of the departments/units.

Beginning January 2024, the steering committee will begin with 1-2 mutually agreed upon units. Once processes for the initial unit(s) has been developed and implemented, work will move to the next identified unit(s) recognizing that not all units may have an issue with providing meal and rest periods. Nothing prevents units from identifying solutions without involvement of the steering committee, however, all plans should be presented/reviewed by the steering committee. Bargaining unit representatives will be included in this process. Meetings may be facilitated by a FMCS mediator.

Progress of this steering committee will be a standing agenda item at the Nursing Coordinating Council.

Providence Santa Rosa Memorial Hospital



Leslie Pereira  
Human Resource Business Partner

10/26/2023

Date

Staff Nurses Association



Peter Brackner  
Staff Nurses Association

10/26/2023

Date