

Progression Date SNA Seniority Hospital Seniority

There are several dates the hospital tracks and they at times may not be correct. So, this is an explanation of what each of these dates means to a Nurse.

Hospital Seniority is the date that you were hired to the Providence system. If you were first hired to say Queen of the Valley and then transferred to SRMH that date moves with you and continues to count toward **all Benefits the hospital offers.**

SNA Seniority is the date you were hired at SRMH or changed from say a Care Partner or non-Nursing position to a Nursing position. **The time spent at another sister hospital or as a non-Nursing position does not count toward SNA seniority.** SNA seniority covers all wage increases that SNA secures for its members. It also covers job bidding for Nursing jobs and bidding for vacation time off. These are protections that SNA feels needed to be based on your time within SNA.

Progression Date is the date that your raises take place, step advancement. If you are hired as an SNII you should automatically advance to next step annually for steps 1 through 5. Example: I am an SNII Step 1 hired on 10/4/2022 my next step will be to SNII Step 2 one year to the day I was hired. The SNII does not have anything to do with Step increases, it only has to do with the Clinical Ladder advancement: example SNIII, SNIV. Please look in your contract on page 23 for Step Advancement information. Look on page 99 for Wages increases. If you are a Procedural Nurse, please be sure to look on page 100. Procedural wages include a 5% differential above the Regular wage scale on page 99. If you want to know what step you are please look on your pay stub at the top, in the box that shows your Staff Nurse II (or III/IV) and across from there is your Base Rate hourly. Match that amount to what is on page 99 or 100, that will give you your Step. If you are relief your 20% or 25% differential has been calculated in, you would need to remove that to find your base rate in the table. If you see an issue, please discuss with your manager, and place a ticket with AskHR for clarification. The progression dates should always be your SNA seniority date unless you have had a break in service. An example of a break in service would be an LOA for over 30 days that was unpaid. In other words, you received no pay (PTO) from the hospital. If that occurs your Progression date will be adjust forward by all unpaid days.

If you are hired as an SNI your date is different. The first six (6) months that you are employed are considered training and those six (6) months are put into suspension. What occurs is your Progression Date will not be the date you came to SNA. Six (6) months after being hired you will advance to SNII Step I and then annually thereafter for the first 5 years you will get your raise on that date. Example: I am hired on 1/1/2022 and on 6/1/2022 I go to an SNII Step I; my next raise will be on 6/1/2023 Step 2, 6/1/24 Step 3, 6/1/25 Step 4, and 6/1/26 Step 5. On 6/1/26 after your increase in wages to Step 5 that six (6) months that was suspended will be given back (this should be automatic, but you would want to be sure that it happens). There is a raise at Step 6 (10 yrs.) and no raise at 15 yrs., you get a cash bonus. But at Step 7 and Step 8 there is a Step increase for both those steps. This is very confusing, but the new Nurse hired at SNI should be aware of this issue.

We hope this helps all to understand what these dates mean. Again, if you are questioning your dates please discuss with your manager and place a ticket through the AskHR portal for clarification, if you continue to have problems let SNA know.