

# Tentative Agreement Reached — 10.5% Pay Raise for All Over 4 Years!

## *We Fought for Fair Raises, a Return to Comprehensive Healthcare Benefits, and Adequate Staffing*

After a last-ditch bargaining session with management on June 8, we reached a tentative agreement (TA) on a new Union contract. Our planned strike is no longer needed and has been cancelled.

Because of our unity and strength, we were able to settle a contract. Instead of a strike, we'll be voting on whether to approve our new contract. Come out and vote June 11 or 12. If you're off work that day, make sure to stop in and cast your vote!



**We, your Bargaining Team, recommend a YES vote, and we thank you for all your support!**



Bargaining Team members will be available during all voting times to answer questions.

## Ratification Vote

Thursday, June 11

6 a.m. to 8 p.m. / Garfield Cafeteria

Friday, June 12

6 a.m. to 8 p.m. / El Monte Cafeteria



**Our 121RN Bargaining Team** (left to right): Ernesto Fajardo, Garfield 3 West/DOU; Irene Medina, Garfield Post-Partum; Christina Smith, Garfield Rehab; Cora Gutierrez, Garfield ICU; Angie Yu, Garfield Nursery; Cielimar Zamora, Garfield 3 West/DOU.

## **Contract Highlights** (additional details will be in contract summary)

- 4-year contract

## **Raises**

- Across-the-board raises for all RNs beginning the first full pay period of April: 3% retroactive to April 1, 2015; 2.5% in 2016; 2% in 2017; and 3% in 2018.
- Across-the-board raises to be applied to the wage scale; step increases to continue as per previous contract. All nurses to be brought to appropriate level on wage scale.
- Weekend, evening and night shift differentials all increased by \$1 per hour.

## **Healthcare Benefits**

- Healthcare benefits to return to 2014 status upon contract ratification.
- Future major medical benefits to be negotiated with our Union.

## **Staffing**

- Rehab: When there are 12 or more patients, a CNA will be assigned.
- Telemetry: Ventilated patients requiring extra care will have a maximum nurse-to-patient ratio of 1 to 3.

## **Patient Care Committee**

- The SEIU 121RN Executive Director will join the PCC, and Federal Mediator Tina Littleton will facilitate the PCC.

## **Clinical Ladder**

Clinical Ladder percentages between levels 2, 3 and 4 to increase in the first full pay period of April by: 1/2 % retroactive to April 1, 2015; 1% in 2016; 1.5% in 2017; 1.5% in 2018.



**Questions? Contact your Bargaining Team Member or:**

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