

We Deserve a Fair Contract for ALL RNs!

Not Just 70% of Current RNs!

Hospital Proposal

- No wage increase for per diems or above-scale RNs. Apparently the hospital thinks more than 30 percent of our workforce doesn't deserve an increase.
- After no raises for years, only 3 percent raise for some of us.
- No retroactive pay

WAGES

Union Proposal

- Minimum 3% and maximum of 6.1% raises for all nurses.
- Retroactive pay

We fought for our wage scale for years. Our wage scale recognizes years of experience as a RN and means that everyone who has the same experience should receive the same pay.



"All RNs need to be at the appropriate level on the wage scale. That's why we have a wage scale. Period."

— **Homer Marmol, Med-Surg**

HEALTH BENEFITS

Hospital Proposal

2014 – The hospital agreed to our proposal that we keep our current benefits the first year of the contract.

2015 & 2016 — We would make co-premium payments to the EPO plan for the second and third year of the contract.

Union Proposal

2014 – No changes to our current plan, and no premium contribution.

2015 – No premium contributions to the EPO plan in the second year.

2016 – Some contributions to premiums in the third year.



PAID TIME OFF

Hospital Proposal

The hospital agreed to maintain our PTO and Reserve Sick banks. However, the hospital wants any nurse hired after ratification to accrue less PTO and no Reserve Sick. This means that a nurse hired a week before ratification and one hired a week after will accrue different levels of PTO, and only one will accrue Reserve Sick benefits.



Our stewards do not believe in instituting a two-tier program that creates lesser benefits for newer employees. All employees should be equally important. **Nene Ruelo, ICU, says,** "A contract that basically punishes new employees will hurt all employees because it creates division within our ranks. All employees deserve to be treated equally and have the same benefits. And the hospital will benefit by having the ability to retain some of these RNs after they've gained some experience."

Nene Ruelo

Questions? Contact a Bargaining Team Member or Union Rep Judith Serlin at (213) 247-4584