



New Contract Ratified

September 19, 2011

Members overwhelmingly approve contract including new retirement program

“After long and tedious negotiations with Providence, the SEIU 121RN bargaining team won a contract that its members are proud of. United we stand, divided we fall. All members are hard-working Providence employees and we deserve it!”

- Sheila Harry, RN, Bargaining Team



Wage Increases

Professionals

- Wages will be based on continuous years of service at the hospital. Those who are below the years of service scale will receive up to a 3% raise if they are below their step effective July 1, 2012 and July 1, 2013.
- Specialty Pay: Physical and Occupational Therapists who have a DPT from a U.S. institution will receive a 5% increase in pay.

RNs

- RNs will continue to be paid by years of experience as an RN.
- RNs who are below the scale will receive up to a 3% raise effective July 1, 2012 and July 1, 2013.
- Criteria for Clinical Nurse Level: Special Procedure RNs will now qualify for Clinical Ladder as a critical care RN.
- Clinical Ladder to be maintained as-is. This is a win because Providence wanted to change our Clinical Ladder.

Dues will begin being deducted from pay-checks beginning on or about Sept. 25.

The hospital will implement agreed-to contractual changes during October.

For more information, contact
 Union Representative Judith Serlin
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Retirement as of Jan. 1, 2013

New 401 (a) Service Plan

- No employee contribution
- Based on years of service to Tarzana Medical Center under Tenet
- 0 – 9 Years of service – 3% Providence contribution
- 10 – 14 Years of service – 5% Providence contribution
- Over 15 Years of service – 6% Providence contribution

403 (b) Value Plan

- Would replace current plan.
- 0 – 4 Years of service – Providence contribution of 1.5% if you put in at least 3%
- 5 – 9 Years of service – Providence contribution of 2.25% if you put in at least 5%
- 10-plus Years of service – Providence contribution of 3% if you put in at least 6%
- All employees would be credited with zero years of service unless the employee worked at another Providence facility and contributed to retirement there.

 Eligibility requirements for both plans are complicated and will be detailed in forthcoming literature.