

From our Bargaining Team...

SUMMARY OF PROPOSED CONTRACT BETWEEN UNION & PTMC

- Term of Contract is four (4) years ending on September 30, 2022.
- Across the board wage increases: Year 1: 3% Year 2: 3% Year 3: 2.75% Year 4: 3% RN Per Diem wage increases by \$1.00/hour each year so: Year 1: \$62.00 Year 2: \$63.00 Year 3: \$64.00 Year 4: \$65.00 Other professional per diems will receive annual wage increases at same percentage rate as RNs.
- Professional Employees will be placed on the wage scale by years of experience instead of years of service to the hospital. The professional incumbents will catch up to years of experience by increasing two steps in 2019, two steps in 2020, and two steps in 2021. All professionals not yet on scale as of July 1, 2021 will be brought up to scale effective July 1, 2021.
- Other financial improvements:
 - Evening shift differential remains at \$3.50;
 - Night shift differential increases from \$4.75 to \$5.25/hour effective first full pay period in January 2019.
 - Standby rate increases from \$8.50 to \$9.10 effective first full pay period in January 2019.
 - Permanent Charge Nurse differential increases from \$3.50/hour to \$4.00/hour effective first full pay period in January 2019. Continue the grandfathering language for pre-2011 Charge Nurses.
- Flexing: The Employer wanted to place staff who had been flexed off on mandatory stand-by. After much discussion the decision to remain on stand-by is up to the individual staff. RNs flexed off incorrectly will be paid if the hospital cannot prove he/she would have been called off in the next 14 days.
- Benefits: Blended average premium cap of eight (8%) percent for each of 2019, 2020, 2021 and 2022 which is down from the 10% of this year.
- Clinical Ladder: The categories to accumulate points are now categorized into DOMAINS. There are 4 Domains. The level of the Clinical Ladder depends on how many domains you will need to accumulate your points:
- Clinical Nurse II- 2 of 4 domains Clinical Nurse III- 3 of 4 domains Clinical Nurse IV- 4 of 4 domains The criteria for each Clinical Ladder step will be more specific in the Contract. The submission date has been changed to July 1st. This is to allow those nurses in school and graduating to be able to use their degree for the Clinical Ladder. Please note that these changes go into effect starting July 1, 2019. The packets you are currently working on will still be submitted by May 1 and reviewed per the criteria described in the Contract that ended on October 1, 2018. All RNs may choose to participate in the Clinical Ladder.
- Education Benefits: Providence has increased the money into EdAssist so it is \$2500 for full time and \$1250 for part-time employees.

Ratification vote details...

PAPER BALLOT RATIFICATION VOTE

The Ratification Vote by secret paper ballot will be held in the cafeteria Wednesday & Thursday, December 19 & 20 from 6:00 a.m.–9:00 a.m. & 11:00 a.m.–2:00 p.m. & 9:00 p.m.–Midnight. Bargaining Team members will be present at the cafeteria events to answer questions.

ELECTRONIC RATIFICATION VOTE

You will also have the opportunity to vote electronically online by secret ballot. Instructions will follow. The Membership list has been entered into the voting program to guarantee confidential secret ballot. The Bargaining Team asks that **EVERY** eligible member vote in this democratic process. To vote you must be registered as a full dues-paying member. If you are not registered, you will be provided an opportunity to complete the necessary enrollment forms before voting. Contact Kristy Corella the SEIU Local 121RN Rep/Organizer if you have further questions or need Union application forms at (626) 864-3522.

Questions?

Contact our Union Rep/Organizer
Kristy Corella at (626) 864-3522,
corellak@seiu121rn.org



www.seiu121rn.org

