

**St. Marks Nurses Proposed Contract Settlement: Summary of Changes:**

- 1) The Agreement shall be in effect from **October 1, 2017** until **December 31, 2019**
- 2) The Employer and the Union agree to reopen the contract on **January 1, 2019 for the purposes of negotiating wages.**
- 3) Amend Document and incorporate RNs and the RN letter of agreement, change LPN and Licensed Practical Nurse to **Nurse** or **Nurses** throughout document.
- 4) Clarify 3.3 and 3.4 regarding mediation in 5.8 (can be mandated). ...”with the exception of double pay on holidays actually worked **or any benefits as required by federal, state, or local law**; and are exempt from the mandatory scheduling provisions in Article 8 **but are subject to mandated work time per Article 5, Section 8.**
- 5) Add 5.8.3: **“To maintain continuity of care, a Nurse who is mandated to work into a second shift shall have the option to remain working on the same unit during the mandated shift, and the Nurse regularly scheduled to work on that unit may be reassigned to work on another unit for the duration of that shift.”**
- 6) 3% wage increase for all wage rates and scales (see below)

Hours	Current		3% Increase October 1, 2017	
	LPN	RN	LPN	RN
Start	19.51	25.37	20.10	26.13
2080.00	19.76	25.68	20.35	26.45
4160.00	19.99	25.98	20.59	26.76
6240.00	20.24	26.31	20.85	27.10
8320.00	20.47	26.61	21.08	27.41
10400.00	20.71	26.93	21.33	27.74
12480.00	20.97	27.26	21.60	28.08
14560.00	21.21	27.57	21.85	28.40
16640.00	21.46	27.90	22.10	28.74
18720.00	21.70	28.21	22.35	29.06
20800.00	21.96	28.54	22.62	29.40
22880.00	22.23	28.90	22.90	29.77
25960.00	22.43	29.16	23.10	30.03
In-house pool	23.13	30.07	23.82	30.97

Employees will not have base wage rate above the top of the scale except for those employees who are paid the in-house pool rate of pay or who receive pay based on longevity (rates based on continuous service years with the Employer).

Years with the employer:

	Current		3% Increase October 1, 2017	
	LPN	RN	LPN	RN
15 years	22.88	29.74	23.57	30.63
20 years	23.18	30.13	23.88	31.03
25 years	23.49	30.53	24.19	31.45
30 years	23.78	30.92	24.49	31.85

7) Amend 6.1.2 change to a **Retention Bonus (October 1, 2018)**: **A Retention bonus** will be paid to Nurses who are employed on October 1, 2017 and remain employed through October 1, 2018; the Employer will pay Full-time members of the bargaining unit a Retention bonus of \$400.00 and Part-time members of the bargaining unit a Retention bonus of \$200.00.

8) Add **6.1.3 Employee Referral Bonus (Unlimited)**: **Any Nurse who refers an employee for hire will be eligible for a \$200 referral bonus after 30 days of employment of the referred employee, and another \$200 bonus after 90 days of employment of the referred employee. The employee who is referred must be hired into and remain in a regularly scheduled position (FT/PT, not on-call or pool) in any department as of the 30<sup>th</sup> and 90<sup>th</sup> days in order for the bonus payout to be made.**

9) Amend 6.2 Credit for Experience to include re-hires: Newly hired **or rehired** employees will receive full credit for all LPN/RN experience, based on the above scale to a maximum of 16640 hours, when written proof of past experience is provided to the Employer. **Re-hired employees who were previously paid above the 16640 hours rate will be rehired at their previous level or years of experience if that level was greater than the 16640 cap.**

10) In 8.6 change “trial period” to “**probationary period.**”

11) Add language for **primary unit** assignments in 8.8 **Assignments and Reassignments**

**The Employer will make every effort to ensure continuity of resident care by assigning each Nurse to a primary unit. It is understood that such practice increases the nurse’s ability to perform their work with the greatest accuracy and efficiency.**

**If, because of staffing needs, it becomes necessary to re-assign a Nurse to a unit other than their primary unit, the Employer will use the reverse seniority of 8.1.2 among those Nurses present in the facility to do so. The Employer will not displace a Nurse from her primary wing in order to recruit new employees without the agreement of the affected**

**Nurse. In the event that a nurse agrees to be assigned a new primary wing, the Employer will provide sufficient orientation to allow the Nurse to provide optimal care for the residents.**

12) Amend 9.1.2 to read “suspension **or final written warning in lieu of suspension**”

13) Add 11.3.2 PTO for On-call and In-House Pool: **On-call and In House Pool Nurses will earn PTO at a rate of .0333 per worked hour, regardless of the years of service.**

14) Amend 13.3 Medical leaves to include new language: **The employee must contact the Employer at least monthly during an approved leave of absence, and must notify the Employer in writing after three (3) months of their request to extend the leave of absence up to the full six (6) months.** Any employee on an **approved** medical leave **of absence** shall be reinstated upon furnishing a physician’s report certifying that he or she is capable of returning to work, and such employee shall suffer no **loss** of his or her seniority rights while on such leave of absence. The Employer shall promptly notify the Union of such leave of absence granted to any employee. The Employer may require ongoing verification from a physician of inability to work, **or of any work restrictions upon return to work.**

15) Add not Non-Discrimination Article 17: **familial status, protected veteran status**

16) Add new 19.7 **Cell Phones: No employee will be required to use their personal cell phone for work nor will they be required to give their personal cell phone number to the Employer. If the employer requires employees to be available by cell phone, the Employer will provide the phone or will reimburse the employee for the cost of the required phone and the phone plan.**