

UNION CONTRACT UPDATE

RNs overwhelmingly ratify new contract

ARHS nurses were able to reach a tentative agreement early in the morning of December 23, when management agreed to the Union's proposals on healthcare for 2011 and 2012, and when the Hospital agreed to a significant wage increase in 2013 to help with increases in healthcare deductibles.

Some of the **highlights include:**

- 4 percent, 3 percent, 4 percent **wage increases**
- No change to the **current career ladder** for this contract (Union and Management will create a new one to be effective January 2014)
- **Increases** to: Charge Pay to \$.75 per hour, On-Call pay to \$3.00 per hour, Shift Differential to \$1.50
 - Agreed to process for management and union to develop new RN **staffing guidelines and ratios** on each unit
 - Securing **tuition reimbursement** and other benefits such as retirement, weekend differential
 - New PTO system with **positive enhancements** effective 1/1/2012
 - **Uniform allowance** of \$130 and \$65 for employees required to have new uniforms with logo by April
 - Other **nursing improvements** (protection on floating, distress policy improvements, improvements on "on-call" while downstaffing, commitment to expand 12-hour shifts)

"We made many improvements in this contract, and on the issues that

management was trying to make major changes to, like healthcare, PTO, and Career Ladder, we were able to get management to address our concerns. It shows that through sticking together and working hard, we can make a difference for nurses and patients, and build a different relationship with management."

— Paula Stellabotte, RN,
ARHS chapter president



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For more information: Talk to the committee member in your department or call your Organizer, Tommy Whitehouse, at 814-933-6800.



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