

Tentative Agreement Highlights

Your elected Bargaining Team for Registered Nurses in BUs 311 and 312 has voted unanimously for a Tentative Agreement that protects patients and addresses chronic nurse retention issues in LA County. It is a huge victory for RNs, who mounted a historic Unfair Labor Practice strike campaign and forced the County back to the table to bargain in good faith. Nearly a dozen new wins were gained in the last round of intensive bargaining, including 6% retention incentive bonuses worth thousands of dollars for all RNs, Title 22 nurse-to-patient ratio task forces and protections, and removal of all takeaways that were previously proposed by the County. In addition, your Bargaining Team secured a \$500 signing bonus. This fight proves once again the power of our collective voices and shows what can be achieved when workers stand together. **When we fight, we win!**



Registered Nurse BU 311/312 General Economic Improvements

November 15, 2018

2% salary increase

January 1, 2019

2% Retention Incentive Bonus (one-time) for employees with 3 years of County service

October 1, 2019

2.5% salary increase

January 1, 2020

1% salary increase

Additional 2% Retention Incentive Bonus (one-time) for employees with 7 years of County service

October 1, 2020

2.5% salary increase

January 1, 2021

2.75% salary increase after completion of Salary Step 9

Additional 2% Retention Incentive Bonus (one-time) for employees with 10 years of County Service

Immediately upon approval
\$500 bonus

What happens to my salary over the next three years?

Example: An RN1 currently at Step 8 with 8 years of County Service (current salary = \$7333/month) will receive:

10.75% in raises

6% salary step movement

\$500 signing bonus

6% Retention Incentive Bonuses = \$5280

Total 16.75% salary growth, plus \$5780 in bonuses



A ratification schedule and complete Tentative Agreement summary will be released soon for RNs to review. The proposed 3-year contract will then need to be voted on and ratified in order to take effect. In the meantime, check the RN Headquarters at www.seiu721.org regularly and text SEIU to 31966 for updates. **When we fight, we win!**



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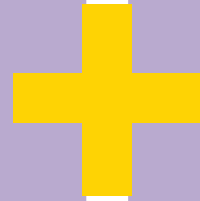
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RN Tentative Agreement Highlights

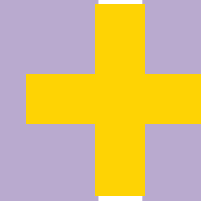
10.75% Salary Increase

(See detailed breakdown on front)



6% Retention Incentive Bonus

(See detailed breakdown on front)



\$500 Signing Bonus

- Stand-By Pay increased for all RNs from \$3.41 to \$5.00/hour
- Specialty Care Bonus (formally Critical Care Bonus) of \$100 per pay check extended to: IR, Cardiac Cath Recovery, Operating Room, Inpatient Psych, Inpatient Jail, PACU; includes Nursing Instructors, Supervising Nursing Instructors.
- 3% Bonus for DNP or PHD in nursing related fields for DHS, DPH, DMH.
- Funds up to \$500 per employee per contract year for national specialty/board certification and \$125 for PHN state certification
- 2% DMH Mental Health Specialty Field-based Bonus for all hours worked in the field.
- Additional Continuing Education for APRNs (1) board specialty certification.
- CRNA (Nurse Anesthetist) increase to Salary Grid Level 20, plus 12%.

- Title 22 – Charge Nurse Regulation: “..a Charge Nurse...shall not be included in the [nurse-to-patient] ratio...” (Enforceable language to prevent Charge Nurses being assigned patients other than relieving for breaks and meals)
- NEW - DHS/SEIU 721 Title 22 Staffing Task Force:
 - Four Hospital Union Registered Nurses, the four Hospitals CNOs and DHS CNO. Task Force will monitor Title 22 staffing requirements in all hospitals, develop training on Title 22 nurse staffing requirements, and develop a standardized process to monitor and report performance with Title 22.
 - A Survey will be conducted by 7/01/19 to assess knowledge of Title 22 staffing requirement Results will be reported to the CEO, DHS Director and DHS regulatory sections.
 - A Reporting Mechanism will be established by 7/01/19 for Nurse to Patient Ratios, Meal and Break Relief, Charge nurse assignments, etc.
 - A Staffing Plan will be developed by 10/01/20 –with a report to the Board of Supervisors, CEO, and DHS Director.
- 9/10 positions for Supervising Nurses and 36 hours work for 40 hours to be discussed at RN Task Force.

- Public Health Nurse and Nurse Practitioner Classification Studies to be completed no later than October 1, 2019. Upon completion, County will meet and consult with SEIU 721 over the impacts, including possible compensation changes or reclassifications.
- DHS, DPH, DMH (NP) Committees to study Feasibility Nurse-to-Patient Ratios in DHS (Ambulatory), DPH and DMH (NPs) (NO grievance or arbitration restriction)
- New Relief Nurse Hourly Rates which Restore the Gap between the Relief Nurses and the RN I:
 - After eight years, \$7 average hourly increase and significant hourly wage increases for years 17-18-19-20, plus 25% increase per hour for Holiday Hourly Rate.

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