

**SHASTA REGIONAL MEDICAL CENTER R.N. UNIT NEGOTIATION**  
**UPDATE May 14, 2008**

Items #1-18 were proposed by nurses on March 12, 2008. The original sixteen items were sent to management on March 12, 2008; however, the hospital was unable to come to the bargaining table until April 22, 2008. The following is a list of the nurse's proposals and the counter proposals that have been offered to this date:

- 1. The nurses proposed a new wage schedule (attached) and we also asked for a 4% across the board salary increase to this schedule effective 1/1/2009.**

On 4/29/08 management countered with a four year contract with an across the board 3% increase to the existing wage table on June 1, 2008 with additional raises of 3% on June 1, 2009, 3% June 1, 2010, and 3% June 1, 2011. They also want language that "Nurses above the top step will receive their current wage rate until the rate is at or below the top step, at which time the wage rate will become the top step." SRMC also proposes to maintain the current practice as to placement on the wage table.

On 4/30/08 your bargaining team countered with a two year contract adopting our original wage table and including a 4% salary increase on January 1, 2009 and a 6% salary increase effective June 1, 2009.

On 5/13/08 SRMC countered with the following salary increases:  
3% June 1, 2008  
3% June 1, 2009  
3.5% June 1, 2010  
3.5% June 1, 2011

**AND ALL NURSES CURRENTLY ABOVE THE WAGE SCALE TO BE FROZEN.**

ON 5/13/08 we countered with a one year contract of 13% for all employees.

Management refused to offer a counter proposal.

On 5/14/08 we offered a package settlement proposal of a two year contract:

8% June 1, 2008  
8% January 1, 2009  
6% June 1, 2009

On 5/14/08 management countered with:

June 1, 2008 3%

June 1, 2009 3.5%

June 1, 2010 3.5%

June 1, 2011 3.5%

AND ALL POSITIONS ABOVE THE WAGE SCALE TO REMAIN FROZEN

- 2. The nurses proposed that SRMC pick up any increase to the group health insurance and benefit plans during the life of this contract with no reduction of benefits.**

On 4/23/08 SRMC declined to adopt this proposal.

On 4/30/08 the nurses have no change from our original proposal.

- 3. The nurses proposed that SRMC implement a defined benefit pension fund.**

On 4/23/08 SRMC declined to adopt this proposal stating, "SRMC continues to experience significant financial difficulties in the face of an economic downturn in 2008."

On 4/30/08 the bargaining team agreed to drop this proposal in an exchange for an increase in the 401k match listed in #8.

On 5/13/08 management and Nurses offered no change to their proposals.

On 5/14/08 the Nurses offered to split future increases 90/10 with SRMC paying 90%.

On 5/14/08 management had no change.

- 4. The nurses proposed that all employees represented by the Union including per diem or temporary employees be subject to Union dues.**

On 4/22/08 SRMC declined to adopt this proposal.

On 4/30/08 the bargaining team agreed to delete "temporary employees" from the language with no other changes.

On 5/13/08 management said they would consider some or all per diems.

On 5/13/08 the Nurses stated, "All employees represented under this contract, including Per Diems will be subject to Union dues. The Union agrees that the employee will not be charged Union dues if an individual employee does not work during the pay period in which dues are withdrawn by the hospital."

On 5/14/08 management agreed with this proposal.

**5. The nurses proposed that all nurses who "float" out of their assigned Unit will be paid an additional \$2.50 per hour for each hour worked.**

On 4/29/08 SRMC declined to adopt this proposal stating "...such floating is part of the basic duties of the Nurses. As such, SRMC does not believe that premium pay is appropriate."

On 4/30/08 the nurses proposed to lower the amount from \$2.50 to \$2.00 per every hour worked.

On 5/13/08 management had no change.

On 5/14/08 the Nurses agreed to drop this item as part of an all inclusive package proposal.

**6. The nurses proposed that PTO be earned on all regular paid hours up to a maximum of 80 hours for full time and up to a maximum of 48 hours for part time 1 employees.**

On 4/23/08 SRMC declined our proposal.

On 4/30/08 we had no change in our original proposal.

On 5/13/08 management had no change.

On 5/14/08 the Nurses agreed to drop this proposal.

**7. The nurses proposed the following increases in PTO accrual rates:**

**121-180 months: .1453**

**181-240 months: .1598**

**241-300 months: .1758**

**301 months +: .1934**

On 4/29/08 SRMC countered with the addition of one step of 181 months +: .1598.

On 4/30/08 the nurses countered with dropping the last step as proposed 301 months +: 1934 and keeping the others as proposed.

On 5/13/08 management had no change from their last offer.

On 5/14/08 the Nurses agreed to drop the last two steps that we initially submitted.

On 5/14/08 management agreed to our last proposal.

**8. The nurses proposed that SRMC increase the amount of match of the current 401k plan from 30% of the first 6% (approx. 1.8%) to a flat 5% of each nurse's contribution.**

On 4/23/08 SRMC countered with an increase of 41.66% of the first 6% of each nurse contribution (approx. 2.5% per their calculation).

On 4/29/08 SRMC changed the language to a 2.5% match of each nurse contribution.

On 4/30/08 the nurses countered with a 6% match in lieu of dropping the defined benefit plan (item #3).

On 5/13/08 management had no change.

On 5/14/08 the Nurses countered with a 5% match.

On 5/14/08 management had no change.

**9. The nurses proposed that SRMC allow the "charge nurses" to join their bargaining unit.**

On 4/22/08 SRMC declined to adopt this proposal.

The Union has done some research and it is possible for the charge nurses to conduct a secret ballot and petition to join the R.N. bargaining unit through the National Labor Relations Board. The Unions Business Manger is working on the process and will get the information to the charge nurse for their consideration.

On 4/30/08 the nurses agreed to drop this item.

- 10. The nurses proposed that if an employee is called off at managements request then the supervisor calling off the nurse would be responsible for filling out the form to notify payroll that the nurse will receive PTO accrual for the day called off.**

On 4/22/08 SRMC agreed to the following language: "In those instances where an employee qualifies for a shift's PTO accrual under the Medical Center's policy on involuntary call-off, the Medical Center will record and track the accrual to ensure proper PTO accrual credit."

On 4/30/08 the bargaining team agreed to a T/A (tentative agreement) to this proposal.

- 11. The nurses proposed that SRMC change their 401k carrier back to Fidelity.**

On 4/22/08 SRMC agreed that Fidelity will be the 401k carrier as of August 2008.

On 4/30/08 the bargaining team agreed to a T/A to this item.

- 12. The nurses proposed that SRMC pay a 10% per day penalty on all 401k deposits and Union dues payroll withdrawals that are held for more than seven days.**

On 4/23/08 SRMC declined to adopt his proposal.

On 4/30/08 the bargaining team offered no counter proposal.

On 5/13/08 management had no change in their proposal.

On 5/13/08 the Nurses agreed to drop this item.

- 13. The nurses proposed that supervisory and management staff be mandated to inform any employee that they have a right to representation at the time they are called into any meeting or conversation that may or could lead to disciplinary action against that employee.**

On 4/22/08 SRMC declined this proposal.

On 4/30/08 the bargaining team agreed to drop this item. Remember any time you believe discipline may be involved you are entitled to a

representative of your choice to be present prior to any interviews or conversations.

**14. The nurses proposed that weekend shift differential be changed from 5% to 10%.**

On 4/23/08 SRMC countered with changing the weekend differential to an across the board flat rate of \$2.40 per hour.

On 4/30/08 your bargaining team countered with changing our proposal from 10% to 8%.

On 5/13/08 management proposed an across the board flat rate of \$2.60 per hour which they said equaled a 6.7% increase.

On 5/14/08 the Nurses offered a counter proposal of 6.5% increase.

On 5/14/08 management had no change from their last offer.

**15. The nurses proposed that all time and one-half pay will commence with the 37<sup>th</sup> hour worked during each week.**

On 4/23/08 SRMC declined to adopt this proposal.

On 4/30/08 we proposed no change to our initial proposal.

On 5/13/08 management and the Nurses had no change.

On 5/14/08 the Nurses agreed to drop this item.

**16. The nurses proposed a retiree health care plan based on years of service for SRMC.**

On 4/23/08 SRMC declined to adopt this proposal.

On 4/30/08 the bargaining team proposed no change to our initial proposal.

On 5/13/08 management and the Nurses had no change.

On 5/14/08 the Nurses proposed that any RN who retires from SRMC/RMC with twenty or more years of service will receive \$200.00 per month until they reach Medicare age to help with health insurance costs.

On 5/14/08 management had no change.

**16. On 4/15/08 the nurses proposed that the CPAN certification be added as a recognized certification for all nurses assigned to Recovery/PACU.**

On 4/29/08 SRMC countered that CPAN is the appropriate certification for PACU/Recovery. SRMC proposed to substitute CPAN for CCRN. CCRN nurses will be afforded one year from the date of ratification to obtain CPAN, during which time they will continue to receive certification pay for the CCRN under the same terms as the prior contract. Subsequently, CCRN will be eliminated as the recognized certification in the PACU and Recovery.

On 4/30/08 the bargaining team countered with all current RN's presently in Recovery and PACU be grandfathered in with their CCRN (for the life of their stay in these units) and any current or new RN going into these units must be CPAN certified for certification pay.

On 5/14/08 management accepted our proposal.

**17. On 4/15/08 the nurses proposed that nurses permanently assigned to the "float pool" have their pay increased from \$2.00 to \$3.00 per hour and that this language be added at Article 16.**

On 4/29/08 SRMC proposed that the current \$2.00 per hour be increased by the 3% salary increase that they proposed in #1 (approx \$0.06).

On 4/30/08 the bargaining team responded with no change to our original proposal.

On 5/13/08 management had no change.

On 5/14/08 the Nurses asked that the current amount being paid to these nurses be memorialized in the contract.

On 5/14/08 management agreed to our proposal.

**18. As part of our package settlement offer the Nurses have asked for SRMC's response on how the two (2) floating holidays are being credited to the Nurses PTO.**

On 5/14/08 management said that Deanna Bianchi will get that information by next week.

We have also asked SRMC for clarification of the two (2) floating holidays listed in Article 21.4. Each employee is entitled to two days off at the start of each calendar year and the Union has been told that this time is tracked by the Director of the nurse's assigned unit. We have asked that this time be shown on the individuals pay stub for tracking purposes.

We also asked for clarification to Article 7.9 "break between shifts". It is the Unions interpretation that if a nurse does not receive at least six (6) consecutive hours off the employee will be paid at double time rate until they do receive at least six hours off.

**On May 14, 2008 impasse was declared by the Nurses and a Federal Mediator has been requested.**

Your bargaining team is as follows:

Debra Belstad, Danielle Standley, Robyn Nickels, Tina Eslinger, Lee Sutter and Mike Lyon.

You can contact labor representative Mike Lyon at 245 1890 extension 107 or by e-mail at [mike@upec792.org](mailto:mike@upec792.org) if you have any questions or comments.

A handwritten signature in black ink that reads "MIKE". The letters are stylized and slanted to the right.

Mike Lyon, Labor Representative