We are happy to announce that we have made significant movement on earned time off (ETO) and education funds over the last two days! We have guaranteed nurses ETO accruals at the hourly rate accruals of the St. Charles Bend contract, with increases at year three (3) and year nine (9), instead of year 5 and year ten (10). The employer also agreed to fund our education and professional development at $500/nurse/year to be used for certifications, conferences, and other educational programming. We will continue to able to apply for tuition reimbursement through the hospital fund.

We received a second compensation offer from the employer. Their offer included an increase in pay range from our current 505 ($43.56-$65.34) to 507 ($48.03-$72.04) with an additional increase of 2% in March. This would be applied to all current nurses with an increase of $4.92 initially and the 2% increase applied to the total hourly wage to be granted in March. Each nurse would have 30 days after ratification to request the employer to re-assess their current placement on the new wage range. With this assessment the nurses who requested review would be adjusted based on “applicable experience.” The employer’s current proposal would not give automatic increases for

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Significant Movement

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continued education (i.e., BSN/MSN) or earned certifications.

Their proposal did include a guaranteed 0.5% increase yearly until 2026 but did not include any additional guaranteed increases. The employer may grant additional increases based on market adjustment per their discretion.

To be clear, this proposal would **NOT** place us on a pay scale like the hospital. This would also **NOT** guarantee us any additional raises beyond the 0.5% per year until 2026.

The team has some concerns with this offer. First 90% of our survey respondents stated that equal pay and an equal pay scale to the hospital is top priority. We do equal work with our counterparts in the hospital. We still have not received a satisfactory answer from the employer as to why we do not deserve equal pay.

Second, although the 10% increase with an additional 2% increase would be good upfront, it would not give us transparency of increases going forward over the next three years.

Thirdly, we remain concerned about transparency of nursing placement within the pay range as well as how ongoing education, training, and experience would be financially compensated after the initial review of “applicable experience.”

Fourthly, the employer continues to propose language that would allow them to change mileage reimbursement and not guarantee us the federal rate. This must be addressed.

We have not responded to the proposed financial compensation by the employer. We will be working on a counter proposal over the next several weeks.

Beyond financial compensation, we still are working on who is included in the bargaining unit, equality of employment opportunity, and insurance.

We continue to work tirelessly to represent your interests. Please call, text, or email anyone on the bargaining team if you have strong feelings or any questions about these issues.