

# Sutter Roseville RNs Make Huge Gains With CNA!



**“We stood unified and got our best contract ever. No strikes. No takeaways. Just gains for patients and RNs! We look forward to Memorial Medical Center RNs joining us and 6,200 other Sutter nurses for a unified voice in patient care.”**

*— Andrea Seils, RN, Sutter*

**Safe Staffing:** Sutter Roseville RNs have the power to arbitrate any staffing decisions that aren't compliant with Title 22 and/or any other applicable staffing regulation

**Pension:** RNs have a choice between a fully employer-funded defined-benefit pension plan, which pays a guaranteed income upon retirement for the rest of the RN's life or a defined-contribution 403B-style plan

**Healthcare Benefits:** Hospital pays 100% of healthcare insurance premium for RN and dependents; Hospital pays 100% (RN) and 95% (dependents) for vision and dental coverage

**Retiree Medical:** Upon retirement, full and part-time RNs receive \$1,000 for every year of service to use toward healthcare premiums. Maximum of \$30,000

**Wages:** 3 yr contract with across-the-board (ATB) increases of 14%-19%. Wage increases RN (including ATB and Step Increases) 14%-32%, does not include tenure lump-sum bonus for 20yr and 25yr RNs (see below). (Wage scales available in separate document—wage range effective April 1, 2012 is \$46.66-\$61.20/hr; differentials NOT included)

**Differentials:** EXTRA SHIFTS DIFF: \$15/HR; Nights: \$4.60/HR; (night shift diff also applies to PTO, jury duty, and bereavement pay) Call Pay: \$13/Hour Per Diem Diff: \$7/HR

**Tenure Bonuses at 20th and 25th years of service:** RNs receive lump-sum tenure bonuses equaling 2%-3% of their gross pay for the prior full calendar year of service

**Education:** 40 hours of paid education leave per yr and up to \$2,500 tuition reimbursement per yr

**Clinical Clusters:** RNs cannot forced to float out of their specified clinical area: 1. ER 2. Telemetry 3. Medical Surgical 4. Infusion Therapy 5. Women and Children's Services 6. Critical Care 7. Diagnostic Imaging 8. Cardiac Rehab.

**Just Cause:** No RN shall be disciplined without just cause

**Paid Holidays:** 8 paid holidays per year

**Protection from call-offs:**

Prior to any daily cancellation/reduction of hours, the Medical Center will ensure that:

- A. RNs assigned as Shift Coordinators do not have patient assignment
- B. Each unit has nurse coverage for meal & break relief;
- C. No registry/traveler is performing nursing duties in the clinical area where the RN is slated for cancellation, provided the RN has established competencies to substitute for the registry/traveler.
- D. At the time staffing is completed, the unit shift coordinator will review unit acuity & consult with the administrative supervisor for any potential admissions.



**A Voice for Nurses. A Vision for Healthcare.**