

Crozer Nurses Maintain Best Economic Package in the State and Win Important Staffing Language in Recent Contract

Einstein Management would have you believe that somehow the Crozer Nurses in PASNAP did not do well in their last contract negotiations. They would also have you believe that you cannot negotiate over staffing. This type of tactic by anti-union consultants is classic — to make you believe that by forming a union you would not be able to make any improvements. It's peculiar, though, that the anti-union consultants would try to use the PASNAP RN Union at Crozer to make this argument, **since the Crozer Nurses' contract remains the best overall economic package for wages and benefits in the State for Registered Nurses.** Crozer Nurses were actually quite happy with their recent agreement, which they ratified in a vote 287 to 39. They were able to maintain and expand their very strong economic deal, and were also able to add significant improvements to nurse staffing in the contract. (See newspaper excerpts below for details. Article available at www.delcotimes.com.)

The most important thing to remember about management's campaign is that if they really thought you weren't going to be able to make improvements by forming your union, why are they fighting it so hard?

DELCO TIMES: IT'S A DEAL

Crozer-Keystone Nurses Agree to New Four-Year Contract

By Rose Quinn and Tim Logue, 06/15/15

"In the new agreement, wages will range from \$33 per hour for first-year nurse to \$55 per hour for nurses with 28 years of experience, according to the union. The mid-range, an RN with 10 years will earn about \$43 per hour..."

"The contract also contains a commitment by Crozer to add positions for registered nurses who will monitor critically ill patients when they are transported in the hospital for diagnostic tests.

"With these added positions, nurses will not have to leave their units and will have more time to spend with their patients that remain on their unit," the union said.

In addition, the contract establishes a **Staffing and Professional Development Committee**, with one nurse elected from each unit of the hospital to meet on a monthly basis with hospital management to resolve staffing and patient-care concerns raised by the nurse representative..."

"The union agreed to freeze the traditional defined benefit pension plan, to be replaced by a defined contribution plan with a set percentage contribution depending on the age of the nurse, with more senior nurses receiving 6.25 percent of their salary into their retirement accounts. In addition, nurses can receive up to an additional \$1,000 per year matched to their tax-sheltered annuity."

Go to the Meeting's + get PASNAP to put it in Writing

NEXT MEETINGS

Wednesday, March 23rd

7:45 AM & 3:30 PM at True United Church, Stenton Ave. & Old York Road

7:45 PM at Nick's Roast Beef, 2210 Cottman Ave.

Call Randa (412-522-9687) to talk or schedule a time that works for you!

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Vote
no!!

Know the facts Einstein.org

Happy
not to
be on
strike!

= 1-1.5% per year
Same as
Dues!!

Clusters = Our Voice

Freeze?!? How is this Protection???