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Palo Alto Medical Center RN Tentative Agreement Summary

Section 1: Keep existing language and add 49 Wells.

Section 2: No Discrimination
Current contract language.

Section 3: Union Membership and Service Fee
Current contract language

Section 4:

A. Wages effective February 5, 2012:

Year 1:	RN I-III:	2.25% increase
	RN IV:	2% increase

Year 2:	RN I-III:	2% increase
	RN V:	2% increase

Year 3:	RN I-III:	2% increase
	RN V:	2% increase

B. Shift Differentials:

Current contract language: Saturday, Sunday, evening and night differentials and charge nurse differentials shall be paid for all hours worked.

Discontinue Differential pay for all non-worked hours. (e.g. PTO, educational leave, jury pay... etc.).

C. Premium Pay: Charge Nurse Assignment pay at 10%.

D. Success sharing: Eligibility for bonus will be determined annually and will be communicated in advance via email to all staff.

RN IV Requirements: Add Fremont SurgiCenter.

Section 5:

D. RN Status – P/T RN is now defined as any RN with standard hours of more than 20 but less than 40 hours/week.

F. On-Call (Per Diem) RNs will be available to work at least 16 hours in a four week period with at least 50% availability for as Saturday and/or Sunday if the assigned department is open weekends and be available to cover one of the three major holidays per year if the on-call Nurse's assigned department is open on a holiday.

H. Deleted Clinical Coordinators.

I. RN IV Requirements – Add Fremont SurgiCenter.

J. New Hire/Rehire – 180 day introductory period for new hires and 90 day period for transfers and rehires within one year.

K(C) – Reinstatement and Transfer: Management has ability to extend intro period 90 days if necessary.

Section 6:

F. Call back pay at 20%, including call back while not on standby; Reduce call back while not on stand-by to 12 hours.

G. Weekend work – RNs assigned to a department that is open on Sat/Sun shall be available to work every other weekend.

Section 7:

Elimination of premium pay for Christmas and New Year's Eve.

Section 8:

B. The accrual rates below are based on full straight time week (40hrs). Those who work less than that will get on a prorated basis.

<u>Months of Service</u>	or	<u>Years of Service</u>	<u>Annual Accrual</u>
0-23		0-1	28 days
24-59		2-4	33 days
60-119		5-9	38 days
120 – more		10+	42 days

(H-J) Eliminate ESL accrual. RNs with bank will maintain it until exhausted. Deposit the equivalent of two weeks (up to 80 hours prorated on standard hours of work) ESL into RN's account. If deposit results in the RN's ESL balance going over 600 hours there will be a one time exception. For an additional year, RNs will be able to use ESL to care for family members. After the year is up, the only permitted use of ESL is for the RN's own personal medical condition.

Replace ESL with STD:

Eligibility – only those benefit-eligible RNs upon completion of thirty days of continuous employment with PAMF/PAD. 7 day accident/sickness waiting period. Replaces 60% of the employee’s wages with max of 3,500 per week for 26 weeks.

Section 9:

Seniority – Simplified to provide three tiers.

Section 10:

Layoff and Recall
Redefine work groups and agreed to layoffs not being site or campus specific.

Section 11:

Change performance review format

Section 12, 15, 16, 18, 19, 20, 21, 22, 23, 24, 26, 27, 28, 29, 30, 32:

Keep existing language

Section 13:

Bereavement Leave to be provided to “benefits-eligible” RNs.

Section 14:

Deleted reference to introductory period

Section 17:

(A) RN’s with 27.9 or less standard hours will pay no more than 15% for employee only cost in the HMO plan. RN’s with 28-40 standard hours will not pay more than 10% for employee only in the HMO plan. Dental and Vision – remain the same.

(C) Replace section C with Early Retiree Medical Assess program (ERMA).

Eligibility:

- Between ages 60-64 @ time of retirement.
- 10 yrs. of service in the Sutter Health network
- Enrolled in in PAMF/PAD on the day of retirement and enrolled for at least three calendar years prior to retirement.

RN does not use COBRA continuation of active medical coverage at retirement.

Coverage:

RN pays for 100% of the cost PAMF/PAD’s premium and does not include coverage for dental and vision. Dental and vision may be continued through COBRA. Dependents are

included IF they were covered by PAMF/PAD sponsored medical for the previous calendar year to the RN's retirement. Coverage for retiree stops at age 65, as well as for dependent.

(E) Life Insurance – increase plan caps to:

Employee – \$1 million

Spouse – \$250K

Child(ren) Live birth to 6 months: converts to 10k or 20k at 6 months of age.

Child(ren) 6 months to 26: flat 10k or 20k per child.

Spouse/Employee amounts reduced to 50% of original coverage at age 70.

(H) Retiree medical benefits –

Eligibility to participate in Retiree Health Care Account (RHCA): benefited nurses; w/ at least 10 years of service (5 of which must have been in a continuous benefits-eligible position immediately prior to retirement and at least 60 years.

RHCA is an account is set up to pay for medical insurance premiums and it is capped at 10k. 1k credited to the account for each full year of service.

Section 25:

Deleted (merged with Labor-Management committee)

Section 31:

Delete reference to ESL

Section 33:

Three year contract (expires February 2015).