



## Engineers & Scientists of California

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### PAMF Legacy RN Tentative Agreement Summary

**Duration: 3-year contract**

**Wages: COLAs and Bonuses**

<i>Contract Year</i>	RN Is, IIs & IIIs:	RN IVs:
<i>January 2021</i>	3% COLA (beginning first full pay period after ratification)	3% COLA (beginning first full pay period after ratification)
<i>January 2022</i>	3% COLA (12 months after the previous COLA and beginning on the first full pay period)	3% Bonus Payment* (12 months after the previous COLA and beginning on the first full pay period)
<i>January 2023</i>	3% COLA (12 months after the previous COLA and beginning on the first full pay period)	3% COLA (12 months after the previous Bonus Payment and beginning on the first full pay period)

*\*Bonus Payment will be calculated including all regular hours paid and PTO paid for the preceding 26 pay periods*

#### **Ratification Bonus:**

- **RN IVs** - \$1000 for 1.0 FTE RN and prorated based on actual FTE if less than 1.0 (for example, an RN who is a .5 FTE shall receive \$500)
- **RN Is/IIs/IIIs** - \$750 for 1.0 FTE RN and prorated based on actual FTE if less than 1.0 (for example, an RN who is a .5 FTE shall receive \$375)
- **RN Per Diems** - \$50

**Reclassification of Cardiology Department & Fertility Department to an RN IV Department:** 12 months after ratification and eligible for RN IV pay

**Retirement:** Maintained benefits and coverage.

**Medical/Dental/Vision/FSA:**

Maintained Medical/Dental/Vision benefits and coverage.

Increase opt-out payment for not enrolling in medical/dental coverage through Sutter.

Final \$250 FSA payment will be on January 2021.

**New Hiring Guidelines to Improve Recruitment:**

RN IIs and IVs with 10 Years of experience may be hired up to Step 6 of the wage scale (*increased from the previous limit of Step 5*).

1-for-1 credit for previous experience for future hires to help with recruitment issues.

**PTO:**

Short Hour and limited-term RNs are now eligible to accrue PTO on a prorated basis on the number of hours worked in a week effective July 1, 2022.

On hours that were determined to be low census, you will continue to earn PTO.

PTO hours above 328 shall be paid out.

PTO Rates: Accrual now faster, but lower overall number of days accruable.

<b>Length of Service</b>	<b>Annual PTO Accrual</b>
0-11 months, Less than 1 year	26 days PTO
12-47 months, 1st through end of 3rd year	31 days PTO
48-107 months, 4th through end of 8th year	36 days PTO
108th month and beyond, 9th year and above	41 days PTO

Hardship Payments: 80 hours payout available for hardship payments, as long as there 80 hours remain in your bank.

Hardship Donations: Optional PTO hardship donations

**Holidays:** Effective January 1, 2022 – The Day After Thanksgiving will no longer be a holiday; Martin Luther King Jr. becomes a holiday.

**Jury Duty and Bereavement Leave:** Enhanced benefits

**Leaves of Absence:** Expanded the continued coverage of medical/dental/vision to 12 months in the event of a medical/occupational leave.

**Life Insurance:** Effective January 1, 2022 - All eligible RNs are eligible for a \$50K payment (rather than 50% of annual compensation to a max of \$50K).

**Short Term Disability:** For RNs who have ESL banks, ESL may be used after the elimination period.

**Tuition Reimbursement:** Effective January 1, 2022 - RNs are eligible to receive \$2500 for higher education tuition and related expenses from an educational institution.

**Educational Allowance:** Effective January 1, 2022 – Educational Allowance will be replaced by the Seminars and Conference Policy and Travel Reimbursement Policy.

**Educational Leave:** Maintain benefit and clarified language.

**Acuity for Infusion Departments:** Sutter agreed that the acuity process is the primary method for determining workload and assignments for the Infusion Department. RNs and Management will meet within 90 days after ratification to discuss this process and reach a recommendation if so agreed.