



**Mountain View Sunnyvale Oncology and Infusion RNs Sutter PAMF  
January 2021 Tentative Agreement Summary**

Full text of TAs can be found at [www.ifpte20.org/mv-sv-pamf-rns-2020-ta/](http://www.ifpte20.org/mv-sv-pamf-rns-2020-ta/)

**Duration: 3-year contract**

**New Wage Scales:**

**2021**

Steps						(7 yr)	(10 yr)	(15Yr)	(20 yr)	(25 yr)
1	2	3	4	5	6	7	8	9	10	11
67.02	68.89	70.83	72.81	75.26	77.67	79.81	81.99	84.26	86.57	88.34

**2022**

Steps						(7 yr)	(10 yr)	(15Yr)	(20 yr)	(25 yr)
1	2	3	4	5	6	7	8	9	10	11
69.03	70.96	72.96	74.99	77.52	80.00	82.20	84.45	86.79	89.17	90.99

**Step Placement and Movement:** Please refer to the individualized analysis you received in your email.

**Wages: Guaranteed COLAs and Bonuses**

<i>January 2021</i>	3% step movement or Bonus* or combination of both (beginning first full pay period after ratification) retroactive to July 2020
<i>July 2021</i>	3% Bonus*
<i>July 2022</i>	3% COLA

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

**Acuity for Infusion Department:** 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 attempt to reach a recommendation.

**Just Cause Disciplinary Action, Grievance Procedure, and Arbitration:** You are no longer an employee at will, and any disciplinary action, including termination, can only be issued for just cause. Any violation of this can be fought by the Union through the grievance procedure and taken to arbitration. This means all RNs should be treated fairly and aims to prevent favoritism.

**Application of Seniority Principles:** Years of service will be used for various decisions, like layoffs, and will prevent favoritism.

**Fair Scheduling Processes:** Clear guidelines for providing days off. Permanent schedule changes can only be a result of a business need and not as retaliation or to penalize you, and you must be given adequate notice.

**Severance Pay:** In the event of layoffs, RNs will receive severance pay depending on length of service.

**Retirement:** Maintained benefits and coverage.

**Medical/Dental/Vision/FSA:** Maintained Medical/Dental/Vision benefits and coverage.

**PTO: New PTO accrual rates effective January 2022:** On hours that were determined to be low census, RNs will continue to earn PTO. PTO hours above 328 shall be paid out each December. This may result in an increased PTO cap.

**PTO Accrual Rates:** PTO now accrues faster (this benefits all new hires in the last 2 years) but overall number of days accruable is lower. Also, begin accruing higher number of PTO days on your 9th year instead of the 10th year.

<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 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.

**Holiday and PTO Scheduling:** Maintain the process in place now.

**Jury Duty and Bereavement Leave:** Maintained benefits.

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

**Life Insurance:** Maintained coverage.

**Tuition Reimbursement:** Maintained \$2500 for higher education tuition and related expenses reimbursement from an educational institution.