

Our bargaining committee recommends a YES vote to ratify the agreement settled on May 31st, 2024 with Englewood Hospital.

SUMMARY OF TENTATIVE AGREEMENT

- Term of Agreement: June 1st, 2024– May 31st, 2027.

- Wages:
 - 2024 - Effective first full pay period after July 1st, all FT, PT and Weekend Flex employees on Steps 0 – 25 shall receive a \$5/hour increase. Those on steps 26 – 30, shall receive a \$4/hour increase.
 - Effective first full pay period after July 1st, all Per Diem employees shall receive a \$5/hour increase.
 - Step movement in 2024 for those on Steps 0 – 29. Nurses at Step 30 shall receive a \$1300 bonus (\$700 for PT nurses).
 - 2025 - Effective first full pay period after July 1st, all FT, PT, Weekend Flex and Per Diem employees shall receive a 2% increase.
 - Step movement for those on Steps 0 – 29. Nurses at Step 30 shall receive a \$1400 bonus (\$800 for PT nurses).
 - 2026 - Effective first full pay period after July 1st, all FT, PT, Weekend Flex and Per Diem employees shall receive a 2% increase.
 - Step movement for those on Steps 0 – 29. Nurses at Step 30 shall receive a \$1500 bonus (\$900 for PT nurses).
 - Care Manager Differential increased \$1000, to \$9000.
 - Nurses with a DNP now eligible for Education Differential (\$1.25/hour).
 - Tuition Reimbursement – Now all nurses, regardless of years of service, are eligible for \$5000/year tuition reimbursement and \$400 reimbursement for certification and testing fees.
 - Preceptor Differential increased \$.50 to \$2.00/hour
 - Life insurance is now provided to Weekend Flex employees.

- Staffing:
 - Improvements across most units with improved ratios and number of RNs per shift, including 1:5 across all Med-Surg (nights as well as days).
 - Limited charge nurse assignment across many units (1:3 in Med Surg)
 - Staffing ratios are now enforced through expedited arbitration.
 - A new acuity system will be selected jointly by Union and MGT.
 - Eliminated On-Call in Labor & Delivery.
 - Floats not required to take on-call.
 - Eliminated on-call for stress lab.
 - Two RNs will be on call in cardiac cath.
 - Decreased call for cardiac OR.

- Work Preference
 - Maintained our strong work preference language and won new language limiting agency nurses having their time off requests honored prior to BU nurses.

- Administrative
 - Tighter language surrounding management's obligation to send the Union information (including info on sign on bonuses).
 - Reinstating seniority hours for all retired, rehired Nurses.