

# Will Hospital's Agreement with RNs Pave Way for Settlement?

The Hospital's recent agreement with the California Nurses Association demonstrates that it can afford to provide fair wage increases without any takeaways for all SVMH employees.

In addition to continuing the health insurance, retirement, and other benefits for RNs without any reductions, the hospital also agreed to significant INCREASES for RNs. The minimum increase for RNs from 2011 to 2013 is a 10% increase in wages, while many RNs will receive wage increases of as much as 27.6% over the three years. For example, some of the smallest increases (which are very respectable!) are for RN IIIs at the top of the scale who will see their wages rise from \$78.20 per hour (or \$162,600 annually for a full-time RN) in 2010 to \$86.21 per hour (or \$179,317 annually) in March 2013. That represents an increase of \$8.01 per hour by the end of the contract, or more than \$16,000 per year.

In addition, RNs not at the top of the scale will also continue to receive their step increases.

***"With the CNA settlement, hospital continues to demonstrate it has money to provide modest wage increases without any takeaways for all employees. We hope the hospital comes to negotiations on January 9th prepared to bargain a fair contract."*** -Esther Fierros-Nunez, Patient financial services,

Below is a sample calculation of the wage increases for an RN III with six years of service in June 2010 to demonstrate the wage increases the hospital agreed upon:

Date	Contractual Increase	Hourly Rate of Pay	Hourly Increase	Annual Rate of Pay	Annualized Increase
June 2010		\$67.55		\$140,504	
March 2011	5% across the board	\$70.93	\$3.38	\$147,534	\$7030
June 2011	5% step increase	\$74.48	\$3.55	\$154,918	\$7384
March 2012	2.5% across the board	\$76.34	\$1.86	\$158,787	\$3869
June 2012	5% step increase	\$80.16	\$3.82	\$166,732	\$7945
March 2013	2.5% across the board	\$82.16	\$2.00	\$170,899	\$4167
June 2013	5% step increase	\$86.21	\$4.05	\$179,317	\$8418

In other words, for an RNIII with six years of service in June 2010, by the end of the contract her wage rate would increase by \$18.66 per hour or \$38,812 annually by the end of the contract, with no reductions in health insurance or pension!

**Congratulations to CNA members for protecting your wages and benefits and showing everyone how the hospital can afford fair wage increases with no takeaways for ALL SVMH employees!**