

# NURSES ON THE MOVE

WITH NATIONAL NURSES ORGANIZING COMMITTEE/NATIONAL NURSES UNITED



THE VOICE OF CCHHS RNS

JANUARY 25, 2012

## AGREEMENT REACHED!



Negotiations concluded on Tuesday January 24 with a tentative contract agreement that includes a number of improvements that puts CCHHS one step closer to being able to recruit and retain nurses. Your NNOC CCHHS Nurse Negotiating Team recommends that nurses vote yes to ratify the agreement.

The tentative agreement will be presented to NNOC members for ratification over the next 2 weeks. This new agreement will expire November 30, 2012 - allowing us to get a fresh start and develop new proposals that address the issues most important to RNs at CCHHS. Over the next ten months we need to build a strong organization inside our facilities in order to make improvements. We must defend against the pending pension cuts and austerity measures headed our way.

### Highlights:

- 6% Across the board pay increase (2.25%/3.75%)
- 2.25% Retro Pay back to January 1, 2011
- Additional Step for senior nurses (Step 14)
- Movement to Step 13 after three years on Step 12
- No changes to healthcare benefits
- Improved language to address staffing disputes
- \$2.50 increase for In House Registry
- \$5.00 increase for IHR nurses who float between Affiliates
- Streamlined grievance procedure
- No unilateral furlough days
- No takeaways on differentials
- Contractual guarantee of no mandatory OT except for city, county, state or fed state of emergency
- New steps that the County must follow to protect bargaining unit RNs in a displacement
- Quarterly meetings to address "safe lift" issues
- Protections that ensure that positions are posted appropriately
- Rapid access to meet with CEO and CNO to address staffing concerns
- To hire experienced RNs and APNs, they will be given credit for previous years of experience up to Step 10. Those currently at Step 8 or 9 who would have been hired at step 10 had this language been in place, will have their step adjusted.

### Ratification Vote Information

#### Stroger and Fantus

Thursday, Feb 2nd  
Friday, Feb 3rd  
7:30am-9:00pm  
Locations: TBA

#### CORE Center

Wednesday, Feb 1st  
12:00pm-1:00pm  
Location: On-site

#### Oak Forest

Monday, Feb 6th  
6:30am-4:30pm  
H-Teleconference Room

#### Provident

Tuesday, Feb 7th  
6:30am-4:30pm  
Carl Harris Auditorium

#### JTDC

Wednesday, Feb 8th  
8:30am-4:30pm  
1st Floor Conference Room

**Cermak** Day, Time and Location TBA (awaiting clearance)

#### ACHN and CCDPH (All ACHN/CCDPH nurses may vote at any of the ACHN/CCDPH sites)

Wednesday, Feb 1st  
Who: Vista (ACHN)  
DesPlaines TB (CCDPH)  
Location: North District Office-Rolling Meadows  
Times: 8:30am-4:30pm

Thursday, February 2nd  
Who: Cicero (ACHN)  
Prieto (ACHN)  
Forest Park (CCDPH)  
Logan Square (ACHN)  
Location: West District Office - Maywood  
Times - 8:30a-4:30p

Friday, February 3rd  
Who: Robbins  
Cottage Grove  
Harvey TB  
Woody Winston  
Location: South District - Markham  
Times - 8:30a-4:30p

**County Nurses — The Voice for County Patients.**