SUMMARY OF TENTATIVE AGREEMENT
Your RN negotiating team unanimously recommends a “Yes!” vote on this tentative four-year contract, which addresses the top bargaining priorities of Dignity RNs, as indicated in our bargaining surveys earlier this year.

SUMMARY OF TAs AT MASTER TABLE:

PEP+ is both a defined benefit and a defined contribution plan.
Effective January 1, 2014, 300 RNs in old CHW plans will be transferred into PEP+.
They will receive back service credits.
This will result in enhanced payments for the vast majority of these RNs.
Per diems who work over 1,000 hours per year will qualify for plan.

Maximum Benefit increased up to a sum of $40,000.
New language is clear. Vesting service year shall mean 1,000 hours worked in a calendar year.
Per diems who work 1,000 hours are qualified for a year of vesting service.
RNs must work 1,000 hours in each of last five years to receive benefit.

All free plans remain in place.
All plans remain in place with no change in cost formula.

New agreement is reached between the parties, we will have the right to strike throughout the system.
Joint committees in Dignity’s seven service areas will be established to oversee this work.
Nurses on these committees will be compensated for their time.
Dental and vision benefits will not be subject to the reopener. Benefits will remain in place during the life of the contract.
Dignity Employee Health and Care Management Program remains voluntary—non-participants will not be penalized for non-participation.

Retirees who work over 1,000 hours per year will qualify for plan.

9% increase over term of contract (across-the-board increases of 7% to wage steps, plus a lump sum payment of 1% in both 2016 and 2017.)*
RNAs will continue to move through wage steps based on years of experience, resulting in significantly higher overall increases for most RNAs during the term of the contract.

Year 1: No further increase (Dignity RNs just received 3% increase in April 2013)
Year 2: 2% increase
Effective the first day of the first full pay period in July 2014, RNAs will receive an ATB increase of 2% (each step on wage grid increases by 2%).

Year 3: 3% increase
Effective the first day of the first full pay period in July 2015, RNAs will receive an ATB increase of 1%. (each step on the wage grid increases by 1%).
No later than June 30, 2016, the employer will pay each regular full-time and part-time RN an amount equal to 1% of their base compensation paid (both regular hours worked and paid time off) during the preceding 12 months (first pay period paid in June to last pay period in May.) Eligible employees must be Dignity Health employees at time of payment in order to receive said payment.

Year 4: 4% increase
Effective the first day of the first full pay period in July 2016, RNAs will receive an ATB increase of 1%. (each step on the wage grid increases by 1%).
Effective the first day of the first full pay period in January 2017, RNAs will receive an ATB increase of 2%. The range shall also move 2%.
No later than June 30, 2017, the employer will pay each full-time and part-time RN an amount equal to 1% of their base compensation (both regular hours worked and paid time off) during the preceding 12 months (first pay period paid in June to last pay period in May.) Eligible employees must be Dignity Health employees at time of payment in order to receive said payment.

Las Vegas St. Rose Dominican hospitals in CNA Dignity Master Bargaining Unit in 2015
All hospitals, including the Las Vegas St. Rose Dominican facilities, will now be a part of one master bargaining unit with a system-wide RN bargaining council. Local bargaining will be maintained for individual facilities.

New language to add-on local RN classifications currently not in bargaining unit.

Continued on the back >
TAKEAWAYS ON PPC AND SUBCONTRACTING REMOVED

NEW RN ACCIDENT PROTECTION PROGRAM FOR 2015 BENEFIT PLAN YEAR

➤ 12,000 Dignity RNs will be enrolled into program at no cost.
➤ The parties share a commitment to eliminating workplace accidents and injuries.
➤ Furthermore, the policy is backed up with a financial commitment providing RNs with supplemental insurance benefits of up to $200,000 in the event of accidental death, felonious assault, contraction of HIV or hepatitis from needle sticks, as well as other indemnity benefits and trauma counseling.

DIGNITY HEALTH CNA NURSE REP COUNCIL

➤ Dignity Health will release and compensate two RNs per facility, appointed by the union, who will meet twice yearly.
➤ Release Time for Association RN Negotiators
  ● One RN negotiator per represented facility will participate in master agreement negotiations.
  ● All facilities will be represented at the table.

CONTINUING EDUCATION

➤ FT RNs will continue to receive 40 hours per year (pro-rated for PT) for paid education leave.
➤ Dignity may now provide required CEU classes at some facilities (Up to 15 hours of CEU leave may be needed for such classes. These hours will be pro-rated for PT RNs.)
➤ If Dignity requires a CEU class, after an RN has used their 40 hours of leave, Dignity will still pay for attendance at required class.

LANGUAGE IMPROVEMENTS ON MASTER CONTRACT ARTICLES

➤ Bereavement
  ● Leave covers any person living in the home.
➤ Personnel files
  ● Disciplinary materials shall not be used against the employee for any purpose after 16 months (previously 18 months.)
  ● Any RN may file a written request to have any such outdated disciplinary materials physically removed from her/his personnel file. Such removal will occur within seven days of the request.
➤ Nurse Preceptor
  ● Precepting will remain voluntary.
  ● Joint committee to be established to develop a system-wide preceptor policy.
➤ Discharge and Discipline
  ● No RN shall be held in unpaid investigatory suspension for more than seven calendar days.
➤ Contract Printing
  ● Proof reading of contract drafts must be completed within 120 days of ratification.
➤ Grievance and Arbitration
  ● One single list of arbitrators agreed for master contract.
➤ Local Bargaining
  ● The parties agree that local bargaining for 2017 negotiations will begin on or before January 1, 2017.
  ● The parties agree to commence local to master negotiations on or before July 2016.
➤ Contract Expiration Date: June 30 2017