

St. Mark's Living - RNs and LPNs

Proposal for Ratification January 4, 2015 1:30 – 2:30

- 1) Include Floor RNs in the Recognition Language
- 2) Change LPN to LPN/RN where appropriate.
- 3) Add: Weekend RN Building Charge (1 - 8 hour shift)

When supervisory RNs do not work the (8) hours of RN coverage required by the state (in the building) the senior RN, or designated RN if the senior RN declines, will be paid a \$2.00/hour premium for the required eight hours and will not be eligible for the staffing premium.

- 4) Add staffing RN premium of \$2.00 per shift.
- 5) New wage scales (see attached). RN wages will be effective the date of their NLRB Certification into the bargaining unit (12/7/15). LPN increases effective 1/4/2016 (replaces previously negotiated scales).
*All nurses are to be on a wage rate.
- 6) The Union and the Employer agree to reopen the contract effective 1/1/2017 if the state or federal government allocates or provides additional money for wages. If no additional money is allocated or provided, the contract will not be required to be opened but may be opened by mutual agreement.

Proposed Wage Increase

		Replace this rate with new	NEW RATE	NEW RATE
		<u>rate</u> <u>effective</u> <u>1/4/2016</u>	LPN	RN
	10/1/2015	10/1/2016	1/4/2016	12/7/2015 (NLRB cert. date)
Start	17.74	18.27	19.51	25.37
2080	17.96	18.50	19.76	25.68
4160	18.17	18.71	19.99	25.98
6240	18.40	18.95	20.24	26.31
8320	18.61	19.17	20.47	26.61
10400	18.83	19.40	20.71	26.93
12480	19.06	19.63	20.97	27.26
14560	19.28	19.86	21.21	27.57
16640	19.51	20.10	21.46	27.90
18720	19.73	20.32	21.70	28.21
20800	19.96	20.56	21.96	28.54
22880	20.21	20.81	22.23	28.90
25960	20.39	21.00	22.43	29.16
	<u>10/1/2015</u>	<u>10/1/2016</u>	<u>1/4/2016</u>	<u>12/7/2015</u>
15 years	20.80	21.42	22.88	29.74
20 years	21.07	21.70	23.18	30.13
25 years	21.35	21.99	23.49	30.53
30 years	21.62	22.27	23.78	30.92
In-house pool	21.03	21.66	23.13	30.07