



NHU Contract Wins!

- ★ A transparent **20-step wage scale** raising the **starting wage** for clinic RNs to **\$34/hour** and Inpatient RNs to **\$36/hour**
- ★ Establishes a **Cap at 16 hours** a Pay Period for how often a nurse can be **floated**.
- ★ We have a plan to **continue to fight for the Nightcall positions** and the contract establishes **guardrails for nurses** in case that there is a change to the call program.
- ★ **Immediate Equity Adjustments** for nurses not currently paid according to their experience
- ★ **Unit Seniority** determined by years on the unit plus half of your NMC seniority
- ★ **Departmental staffing committees** and a process for notifying management and our union about unsafe staffing
- ★ Being able to use **unpaid time for July 4th and Labor day** if your clinic is closed.
- ★ Establishes that **Urgent Pay for Urgent needs** is available to use to fill holes
- ★ Establishes consistent, hospital-wide expectations for preceptors and orientees— specifically that **trainees will not work independently until they have completed competencies**, Volunteers for preceptor will be taken first and staff nurses before travelers. Preceptors will be paid a diff. for their work.
- ★ Clear and equitable process for upstaffing and downstaffing
- ★ Establishes a system of using **"Preference Cards"** for indicating and awarding desired **changes** to Increase number of hours, Length of shift, Shift starting time, Preferred shift, Preferred block, Weekend scheduling. ***Removing favoritism or other subjective factors to schedule / shift changes.***
- ★ Schedules must be posted at least **4 weeks in advance, and cannot be changed without consent once posted**. With clear process for building schedules that prioritizes FT/PT staff RNs
- ★ Discipline will not preclude RN eligibility in any **Education/Certification Reimbursement programs**

- ★ Establishes a **standard and transparent process for requesting ET, based on unit seniority**
- ★ Establishes a **ban on mandatory overtime**.
- ★ Establishes a **system of progressive discipline** (Verbal, written warning before suspension / termination) where **admin must have Just cause for discipline and termination**
- ★ Establishes **rights and process for grieving administration's violations of our contract**.
- ★ Having a **nurse colleague (steward) present for support** during meetings with management.
- ★ Establishes **all nursing work be given to staff nurses over travel nurses**.
- ★ Establishes a process in the event of layoffs, **prioritizing staff RNs over travellers and RNs with seniority over newer RNs** with Volunteers taken before any mandatory layoffs.
- ★ Establishes guidelines for taking breaks and working through meal periods if necessary. Allows **nursing parents be provided paid time needed to express milk** during work hours.
- ★ **Required nurse consent if consecutive shifts are scheduled without an 8 hour break** between them for rest.
- ★ Establishes semi-regular **formal meetings between Admin and union leaders** where any matters can be discussed including staffing, safety concerns etc.