

OUR PROPOSALS HELP ENSURE A STRONGER FUTURE AT KRH

- A fair wage scale that recognizes our past experience
- Better staffing to reduce falls and hospital-acquired conditions
- Protections against excessive floating
- Quality, affordable medical benefits for all levels of dependent coverage



Management's new wage scale proposal

[illegible]

	Our proposal	Management's proposal
Credit for experience	Year-for-year credit for all nursing experience. 2:1 experience for LPN and EMT experience	Management has discretion for credit for experience.
Placement on the wage scale	First, everyone receives the 4.75% increase, then nurses are placed on a step on the wage scale closest to their new rate of pay. If that step doesn't match your years of nursing experience, you can request an audit to be placed on the correct step.	<p>Nurses are placed on a step that is closest to their tenure (years at KRH) plus any credit for experience a nurse was given upon hire. If a nurse's current rate of pay is MORE than that step, the nurse's rate of pay will be frozen until the step catches up to her rate of pay.</p> <p>If a nurse has more years of experience, they can request an audit. Management is allocating \$250,000 (0.6%) to put nurses on the right step after the audit.</p> <p>If a nurse does not receive a 4% increase after being placed on the scale, they will receive the remaining amount in a lump-sum bonus.</p>
Across-the-board increases	4.75% retro to June 1, 2020 4.5% June 1, 2021 4% June 1, 2022	2.5% June 1, 2022 2% June 1, 2023

MANAGEMENT’S NEW WAGE SCALE FALLS SHORT

How would a nurse be placed on management’s scale?

Example 1

Sharon is an ICU nurse and has worked at KRH for 5 years. She was given 1 year of credit for experience when she was hired. Sharon currently makes \$32.27. Management would put Sharon at Step 6 of the RN Staff Nurse scale, which is \$30.91. Sharon has 6 years of nursing experience and would not request an audit of her experience. Because Sharon makes more than Step 6, her wage would be frozen until that step catches up to \$32.27. Because Sharon is NOT receiving any increase, she will receive a 4% lump-sum bonus.

Example 2

Cindy is a Med/Surg nurse and has worked at KRH for 7 years. She was given 5 years of experience when she was hired. Management would place her on Step 11 of the Staff RN wage scale. Cindy currently makes \$33.22. Her new wage would be \$34.13. This gives Cindy a 2.7% increase. Therefore, Cindy will receive a 1.3% lump-sum bonus. Cindy has 20 years of nursing experience and would ask for management to audit her experience.



“We have been working on this contract for a long time. Management is dragging bargaining out to make the nurses give up. Now is the most important time we need to stand together in solidarity and show them how strong we are when we support each other. We need to stand up for what’s right for our patients and what’s right for us. 🦊” **Julie Anderson, RN**

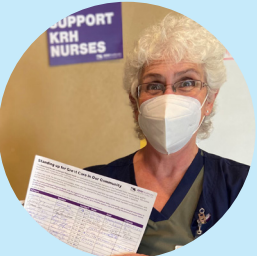
“This has always been for me a chance to give back to those who will come after me. When nurses are cared about, respected and valued, it only leads to great patient care in a great hospital environment for all. We have one more chance to make it happen and it may require us all to step out of our comfort zone to prove it.” **Lucy Van Elzen, RN**



“While nurses have been fighting for a voice at the table, administration has tried to claim a lot of our ideas as their own. While it’s disappointing they have taken this tactic, we are so excited that whether the credit is given where it’s due, the right thing is being done. This is proof that our voice is powerful, it’s valuable and worthy of being heard. Whether it’s the staffing ratios they refused in bargaining yet hung up on their newest anti-union poster; or the zero-tolerance violence in the workplace policy we asked to have in our contract that translated into administration adding a violence/safety seminar we have to attend. We know what needs to be in our contract and what’s right for us and our patients. Join all of your coworkers in showing administration that our voice should continue to be heard.” **Lucinda Wallace, RN**



“This is our chance to stand up and use the power of unity for the future of the nursing profession. Will we have a seat at the table and a voice about the professional care we provide... or be pawns for Corporate Healthcare?”
Lori Mitchell, RN



WHY DOES “BARGAINING IN GOOD FAITH” MATTER?

It’s our right to join together and take action free from retaliation. It’s also our right to have all of the relevant information needed to bargain the contract and to not have new practices unilaterally implemented by management during bargaining. We have filed a number of “Unfair Labor Practices” or ULPs against KRH.

By filing ULPs, we are asking the federal government to investigate KRH and to change their behavior at the bargaining table and in the workplace.

Bargaining in good faith means that:

- *Both parties are making all relevant information available to review and discuss*
- *Management is waiting to make changes in pay and practices until we are able to bargain those changes*
- *Management does not interfere with workplace union activity*

We know that by staying united as nurses we can win a contract that makes care safer, recruits and retains nurses and ensures we have a strong voice at work.

JOIN US!

WE ARE VOTING TO TAKE ACTION:

MAY 4, 5, 6, 7, 8 AND 10TH

8am - 10am

12pm - 2pm

and 5pm - 8pm each day

at Northridge Lutheran Church

323 Northridge Dr.