

# Management Says 'Take-Away!'

# WAGES

# We Say 'NO WAY!'

The employer accepted our Union's concept of wage scales and across-the-board increases. However, the employer's initial proposal offers a 1 percent across-the-board raise and reduces the percentage between our existing steps from 4 percent to 1 percent. While current employees' hourly rates would not be reduced, any new hire would be brought in at the lower rate. For example, a current HPMC nurse with 20 years of experience would earn \$50.03, while a nurse with 20 years experience hired after ratification would make \$41.17 per hour with management's proposed scale. Our Union asked how management thought this would work for recruitment. We provided copies of some of our other hospital's wage scales and countered. We hope to receive a proposal from the hospital on Monday, April 21 which will give them the ability to recruit and retain experienced nurses.

## HEALTH BENEFITS

The employer has not provided all of the information needed for our Union to accurately assess all of the costs to the employee under their proposed plan. Management's current proposal would significantly increase costs to employees, we're just not certain exactly how much.

## EDUCATION

HPMC management wants to eliminate the Education Fund because it is being underutilized. Our Union proposes keeping the Education Fund and providing more time and money for employees to use for continuing education credits and training for their job.



## DISCIPLINE

Our Union believes that if the employer must place an employee on investigatory suspension, that employee should not lose any income unless the results of the investigation show the action was serious enough to warrant a disciplinary suspension.

*The current language and management's proposal jeopardizes an employee's financial stability if and when they make a mistake, no matter how small it may be, and even if the investigation finds the employee was not at fault.*

## STAFFING

Our Union believes that adequate staff and resources must be provided to employees before patient satisfaction can improve. Patient satisfaction scores will affect hospital reimbursement in the future.

*The Employer seems to believe that labor costs too much and the only way to make money is to cut all resources to the bone.*

## CLINICAL LADDER

Our Union believes that if a bedside nurse is doing extra work for the hospital (committees, audits, training, in-services) or has specialized skills (chemo, wound care, IABP, etc.) he/she should be rewarded with a higher rate of pay. The hospital should promote leadership and provide educational opportunities.

*The Employer has made it clear that, unless the nurse has a degree, he/she should not be recognized for their years of experience and/or skills they bring to the hospital.*

Upcoming Bargaining Dates: April 21, 23, 30 and May 2  
Questions? Contact a Bargaining Team Member or Union Rep Tina Bordas @ (818) 298-1039.