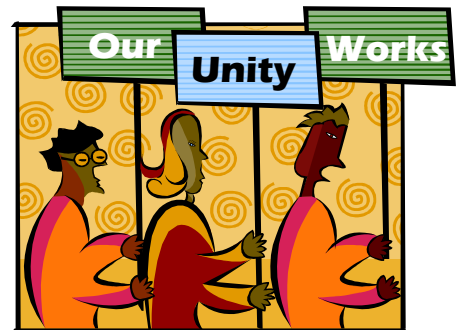


Team Reaches Tentative Agreement!

After six months of bargaining, our Local 121RN Bargaining Team came to a tentative agreement with management on a new 3-year contract.

Our unity in our strike authorization vote kicked bargaining into high gear over the past month, and the last five or so agreements were signed off on Wednesday, June 27. The contract would move all RNs to their appropriate placement on the wage scale by November 2013, as well as give all RNs a 2 percent across-the-board wage raise in 2013 and 2014. Step increases will continue as in current practice.



Our Bargaining Team is satisfied that this is a fair agreement for 121RN members and recommends a YES vote.



Bargaining Team members will be available at all voting locations to answer questions.

Ratification Vote

Northridge Hospital

Fri., June 29 / 7 a.m. to 7 p.m.

Mon., July 2 / 7 a.m. to 8 p.m.

Cafeteria

Our 121RN Bargaining Team and hospital management after signing the tentative agreement on June 27.



Article 1 **Current contract language Shared Vision & Responsibility:** Current contract language

Article 2 **Recognition of Union and Exclusions:** Current contract language.

Article 3 **Standards Preserved:** Current contract language

Article 4 **Job Security:** Employer will contribute .22% of the collective bargaining unit's annual gross payroll to the SEIU United Healthcare Workers West and Joint Employer Education Fund.

Article 5 **Subcontracting, Consolidations & Shared Services:** Current contract language

Article 6 **Equal Employment Opportunities:** Current contract language

Article 7 **Union Membership:** Current contract language

Article 8 **New Employees, Orientation and Employee Lists.** Current contract language.

Article 9 **COPE Check Off:** Current contract language

Article 10 **Bulletin Boards:** Minor adjustment to current contract language

Article 11 **Categories of Employees:** Current contract language

Article 12 **Probationary Period:** Current contract language

Article 13 **Seniority and Job Vacancies:** Current contract language, which maintains language that considers SJRMC and SJPVH one facility in terms of seniority and job vacancies.

Article 14 **Employment Security:** Adds that RNs will not have to repay sign-on or relocation bonuses if laid off.

Article 15 **Call Offs and Daily Cancellations:** Contract language basically the same except call-off and cancellations will be done by rotation. Beginning Jan. 1, 2013 for the St. John's hospitals, seniority will be determined by bargaining unit, not nursing unit.

Article 16 **Floating:** Current contract language

Article 17 **Classification and Wages** (see front page)

Article 18 **Hours of Work:** RN no longer required to make up missed weekend shifts and minor changes in accordance with State law and to the definition of split shifts.

Article 19 **Paid Time Off, ESL, Holidays and Time Off Scheduling:** Current contract language for PTO donation. Minor clarifications to other language.

Article 20 **Retirement:** Current contract language (verbal agreement — not signed by management)

Article 21 **Health Insurance:** Adds language so that employee can opt-out family members who have other coverage and receive a yearly stipend instead.

Article 22 **Bereavement Leave.** Adds in-laws and any others living in the employee's home.

Article 23 **Leave of Absence:** Current contract language

Article 24 **Accidental Death & Dismemberment, Group Life Ins. And Long-Term Disability:** Current contract language

Article 25 **Physical Examinations:** Current contract language

Article 26 **Jury Duty:** Current contract language

Article 27 **Tuition Reimbursement:** Current contract language

except RNs must turn in receipts for reimbursement within 30 days of completion.

Article 28 **Committees:** Minor changes to dispute resolution process

Article 29 **Grievance and Arbitration:** Current contract language

Article 30 **Discipline and Discharge.** Minor changes were made regarding details of the discipline "cleansing period."

Article 31 **Field Representatives and Shop Stewards.** Current contract language.

Article 32 **No Strike / No Lockout.** Current contract language.

Article 33 **Change of Ownership.** Current contract language. This is a win for our team because management wanted to remove the clause that the hospital have to "secure the purchaser's written commitment to make offers of employment to substantially all (80% or more) of those employees that submit applications for employment."

Article 34 **Savings Clause:** Current contract language

Article 35 **Malpractice Insurance:** Current contract language

Article 36 **Safe Patient Handling:** Current contract language

Article 37: **Event Reporting and Management:** Current contract language

Article 38 **Courtesy:** Current contract language

Article 39 **Patient Care Technology Review Process:** Current contract language

Article 40 **Staffing by Acuity:** Adds language that hospital will make reasonable efforts to avoid interrupting RNs while they are providing direct patient care, and to recognize that Case Managers and Utilization Management are critical to ensure timely and safe discharge of patients.

Article 41 **Unscheduled Absences:** Current contract language. Maintains current calendar year model for tracking absences.

Article 42 **Retiree Health Benefits:** Current contract language.

Article 43 **Safety and Security:** Current contract language

Article 44 **Term:** Effective July 3, 2012 until June 30, 2015

"We know how tough it is for our members in this economy, but we had to weigh that against the changes the hospitals are looking at as far as reimbursement rates and costs, too. This is a good compromise."
Cynthia Wetzel, RN, SJPVH



Darren Lee, Vice President of Human Resources for Dignity Health, watches as Local 121RN Executive Director Sue Weinstein signs the tentative agreement. 121RN team members Jennifer Solovay and Linda Pickford look on.