

Clinical Ladder to be Retained

Our Union Bargaining Team had some success in negotiations on May 4. Management initially proposed that supervisors have 100 percent control over whether an RN's application to Clinical Ladder is accepted or not. Our team stuck to their proposal that the Clinical Ladder remain as-is. After a long day of discussions, management agreed to retain our Clinical Ladder program as it is currently written. They also agreed that if the hospital establishes a Clinical Ladder Committee, it will operate by consensus, as well as to extend specialty pay to additional employees.

Management's Proposal

"Nurses in all areas must have demonstrated ability to perform the duties of the specialty as specified by the Employer. Unless waived by the Employer, this ability must be **demonstrated to the Employer's satisfaction** during a period of at least three (3) months of full-time employment (or its equivalent for part-time employees) in the employer's hospital.

"The Employer reserves the right, any time prior to the term of this contract, to establish a Clinical Ladder committee to evaluate and modify the criteria specified in the Clinical Ladder process. The committee will be comprised of bargaining unit nurses selected by the Patient Care Committee and managers chosen by the Department of Nursing. The Committee would present their proposals to the CNO for consideration."

In essence, management's proposal would have given supervisors the right to grant or not grant an employee's application to the Clinical Ladder. This could lead to favoritism instead of an objective evaluation of an RN's skills.



Tentative Agreement

"The Employer reserves the right any time prior to the term of this contract, to establish a Clinical Ladder Committee to evaluate and modify the criteria specified in the Clinical Ladder process. The hospital will notify the Union of the need to create such a committee.

"There shall be an equal number of bargaining unit RNs and managers on the Committee. The Union shall select RNs to participate on this Committee. The Department of Nursing shall select the managers or RNs to participate on this committee. All meeting times shall be paid time.

"The Committee will operate on consensus. Upon reaching consensus, the Committee will present its proposals to the CNO for consideration. No changes to the Clinical Ladder will be made during the term of this agreement."

This means that our Clinical Ladder applications will now be approved or not approved by consensus of a committee of our peers and managers, making it so that neither management nor our Union can impose their vision alone. This, along with the fact that no changes can be made to our Clinical Ladder program during the life of the contract, is a big win!

"When we first won our Clinical Ladder in our contract, advancement was based on the manager's opinion and not objective standards. We fought for objective standards so that RNs who may not see eye-to-eye with their managers and who have achieved professional standards are able to advance up the Clinical Ladder."

Jim Owen, RN, Bargaining Team Member



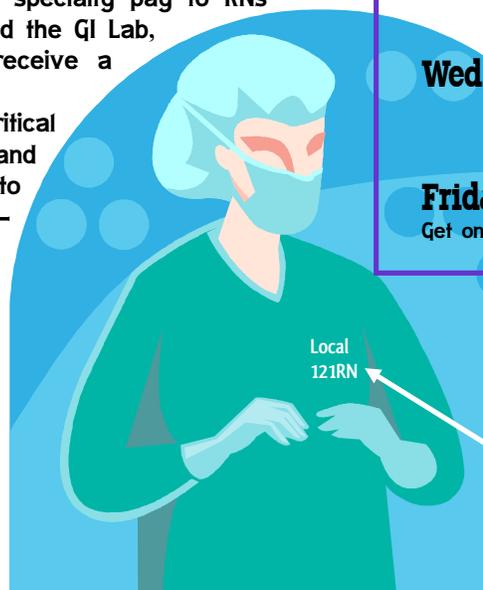
Specialty Pay

During the day's discussions on education and training, management agreed to extend specialty pay to RNs who work in Special Procedures and the GI Lab, and to Physical Therapists who receive a D.P.T.

We also fought to retain the Critical Care Specialty Bonus for teaching and research, but made the decision to keep the Clinical Ladder instead because it affects so many more RNs.

Another Note

Our CEO Dale Surowitz distributed a memo saying that our Union flyers "**deliberately misrepresented the current negotiations.**" We were surprised by Mr. Surowitz's comments and we will gladly show members the hospital's original proposals so you can draw your own conclusions.



Upcoming

Wed., May 11:

Tailgate Meeting

Before & after shift
Corner Etiwanda & Clark

Friday, May 13:

Sticker Day

Get one from a steward or Bargaining Team member.

Our Union is filing an Unfair Labor Practice lawsuit against Tarzana management for telling us we can't wear our 121RN scrub tops. So wear a plain black or purple scrub top on Friday and slap on a 121RN sticker!

Check out our Facebook page for Tarzana members! Search for "SEIU 121RN Tarzana."

