

Hospital Proposes Major Changes to Clinical Ladder



In March, the hospital announced that it wanted to revise our Clinical Ladder. Our Union Bargaining Team asked for a copy of the proposal at that time. Today, more than three months later, the hospital outlined their thoughts. We asked for a full and complete written proposal. This afternoon, CNO Neil Apeles finally provided us with an outline of what had been discussed earlier. However, he was unable to answer most of our questions.

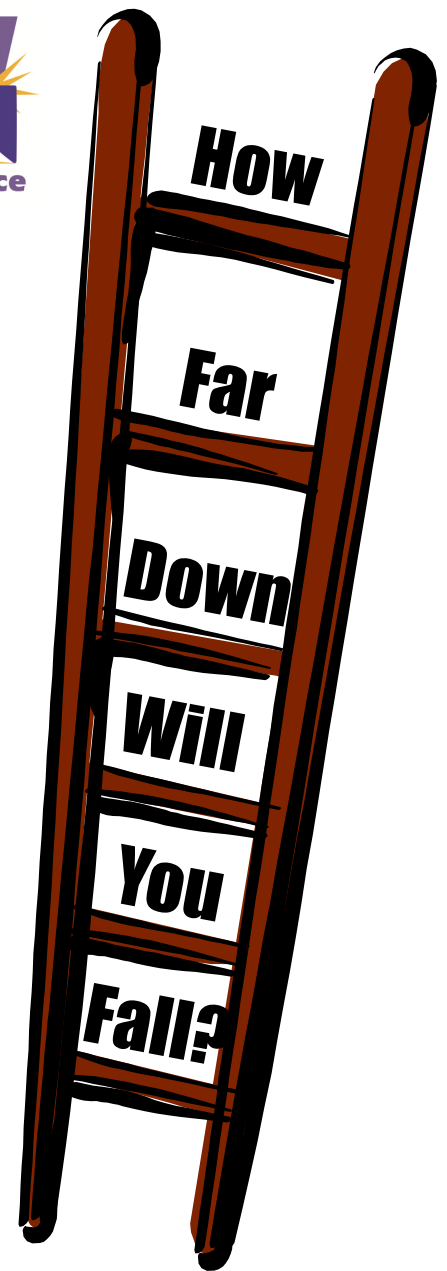
The Providence Clinical Ladder proposal is a point-based program that needs to be renewed annually. There are three categories: 1. Education and 2. Clinical, in which most points would be accrued, and 3. Evidence Based Practice/Research, in which additional points may be earned. The hospital could not explain the point system. Each item listed also has a corresponding activity sheet, which the hospital failed to provide us.

If you are currently a CN 2, CN 3, or CN 4, you may not be under this proposal. This proposal will provide plenty of guess work. If we were to accept their proposal, your hourly wage, depending upon where you fall, may decrease by as much as 15 percent. Our Bargaining Team says NO WAY!

Stand ready to fight over the Clinical Ladder. We go back to the bargaining table Wed., June 19, so wear black or purple on Tuesday night & Wednesday as well as every Friday.

If you have questions, talk with a Bargaining Team member.

Please see management's Clinical Ladder outline on the reverse side.



Healthcare

We will discuss healthcare at our next bargaining session. With the start of the new healthcare plan in January, staff members have expressed concerns, including:

- Increases in drug costs
- Refusal to pay for specific medication and/or requirements to change medications
- Inpatient charges at Tarzana
- Charges for preventive care
- Other concerns related to a high deductible plan or cost

Our Bargaining Team needs to hear about your experiences with the new health plan. This is im-

portant information for our Bargaining Team to have when we begin negotiating healthcare. These personal anecdotes will help us effectively provide support for our team's position.

We will not identify staff by name or other information without first obtaining your permission. Provide us with your contact information so that we may contact you if we need clarification.

Email or fax the following information with your story to Judith Serlin at:
serlinj@seiu121rn.org / (626) 395-7538

Please include your name, email, unit, shift, and home or cell phone number with your story.

Management's Clinical Ladder Proposal

Education	Clinical	Evidence-Based Practice / Research
MSN Ph.D.	National Certification (recognized by ABNS)	Member Nursing Clinical Practice Council Chair/Vice-Chair of CPC (additional points)
Completion of an education course related to specialty (college, CE, conference, etc) and disseminating information	Serving as a superuser/resource nurse for a clinical project or process	Attends an EBP or Research class, conference or symposium (at least 8 hours; no related to an organization's annual conference/symposium)
Presentation of an in-service on subject directly related to specialty area	Serving as a credentialed trainer for a clinically related program	Participating in a research project (part of the research team) Principal investigator (additional points)
Participation in development and presentation of a skills fair	Preceptor for New Grad or transition nurse; must have completed Preceptor training Proctor for new employee other than New Grad	Leads a policy/standard/protocol development or review, revision and referencing activity.
Teaching at an affiliated school of nursing and/or allied health	Membership in professional nursing organization Attends at least 2 meetings/conferences of the professional nursing organization (additional points) Leadership position (additional points)	Unit project/implementation of EBP (Includes proposal Implementation, Education, Dissemination and Maintenance)
Patient Education: nursing/health related community in-service	Clinical-based volunteering	
	Completes recurring quality audits or tracer activities (at least monthly)	



Questions? Contact a Bargaining Team member or Union Rep Judith Serlin
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