



ST. FRANCIS NURSES

Protecting our patients, our profession, our family

How Much Will You Lose With Management's Proposals?

Monday, June 20, management proposed eliminating overtime pay after 8 hours. Effectively this means a minimum 17% wage cut. The chart below shows how this cut would affect our paychecks.

Classification	Hourly Wage Rate*	Step 4 - 4 Year	Step 9 - 20 Year
Staff RN	Current	\$51.1539	\$57.9380
	Mgmt's Proposal	\$43.8462	\$49.6612
	Hourly Cut	\$ 7.307	\$ 8.2768
Specialty RN I	Hourly Wage Rate*	Step 6 - 8 Year	Step 10 - 25 Year
	Current	\$55.8700	\$61.7302
	Mgmt's Proposal	\$47.8886	\$52.9116
	Hourly Cut	\$ 7.9814	\$ 8.8186
Specialty RN II	Hourly Wage Rate*	Step 8 - 15 Year	Step 10 - 25 Year
	Current	\$65.4581	\$68.8390
	Mgmt's Proposal	\$56.1069	\$59.0048
	Hourly Cut	\$ 9.2891	\$ 9.8342
Specialty RN II WO/PD	Hourly Wage Rate*	Step 5 - 6 Year	Step 10 - 25 Year
	Current	\$72.9412	\$82.6068
	Mgmt's Proposal	\$62.5210	\$70.8058
	Hourly Cut	\$10.4202	\$11.801

* Current Rate = your 8 hour rate + OT after 8 hours, averaged over a 12 hour shift;
 Management's Proposal = eliminates OT pay after 8 hours

Unhealthy Cost Increases: Up to 20%!

All other unionized St. Francis employees get free HMO coverage. In fact, all other unionized Daughters of Charity employees get free HMO coverage.

But for us, St. Francis has proposed:

- 5% increased premiums
- 20% increased premiums if RNs and dependent spouses don't take a "health assessment" exam and don't cooperate with its recommendations



**The Bargaining Team Calls all
RN's to Action: No Cuts, No
Takeaways, No Way!**

Thursday, June 23 - New Location!
 Cerritos Sheraton, 12725 Center Court Dr
 Cerritos, CA 90703

Friday, June 24
 Long Beach Marriott, 4700 Airport Plaza Drive
 Long Beach, CA 90815

All sessions begin 10 am

Keep updated at <http://www.unacuhcp.org/st-francis-campaign>

