

Help Make History at Fountain Valley!

We've made a historic, groundbreaking proposal at the bargaining table: a first-ever wage grid at Fountain Valley.

Wage grids:

- Are designed to reward professional experience
- Have become standard practice in the healthcare industry

Our wage grid proposal is based on years of licensure, and would result in raises for all of us that range from a minimum of 9.27% to a maximum 19.1% over the life of a three year contract. See examples at right.

Our proposal is part of the give-and-take of the bargaining process. Management is now costing our proposal in order to make their response. **We expect management's counter-proposal when we return to the bargaining table April 23.**

See what you stand to gain with a wage grid and how this historic proposal will advance the professional practice for all of us.

Union's Opening Proposal

Below are a few examples from our opening proposal:

RN-Clinical I	Yrs. Since Lic. Date: 10	Current Base Rate: \$43.68
Contract Year	Proposed Rate	% Increase
Year 1:	\$45.45	4.04%
Year 2:	\$47.39	4.29%
Year 3:	\$49.43	4.29%

RN Clinical II	Yrs. Since Lic. Date: 20	Current Base Rate: \$58.42
Contract Year	Proposed Rate	% Increase
Year 1:	\$60.17	3.00%
Year 2:	\$61.98	3.00%
Year 3:	\$63.83	3.00%

Pharmacist-Staff	Yrs. Since Lic. Date: 5	Current Base Rate: \$68.84
Contract Year	Proposed Rate	% Increase
Year 1:	\$70.91	3.00%
Year 2:	\$73.24	3.29%
Year 3:	\$76.58	4.56%

CLS	Yrs. Since Lic. Date: 22	Current Base Rate: \$41.94
Contract Year	Proposed Rate	% Increase
Year 1:	\$44.45	6.00%
Year 2:	\$47.12	6.00%
Year 3:	\$49.49	5.03%

Join the Push for the Historic Wage Grid: Come to Bargaining April 23, 24 & 25

Sign Up Online: unacuhcp.org/fvpa-bargaining-2013