



# SPNN NURSES



## Protecting Our Patients and Our Profession

**We fought hard to win our contract.** We all know it wasn't easy. In order to protect what we have and to win in the future, it's important that every RN takes charge to ensure that our contract is enforced. The first step is being well educated about what's in our contract and how it affects us.

Toward that goal, working with our RN Affiliate leaders at our hospital and UNAC/UHCP, we will provide regular educational updates about key important issues that every RN should know in order to exercise the full rights and benefits we achieved. ***Together, we can take charge and stand up for our patients, our family, and our profession.***

### TAKE CHARGE: KNOW YOUR UNION CONTRACT

#### COMPENSATION

##### Wage Increase: This October!

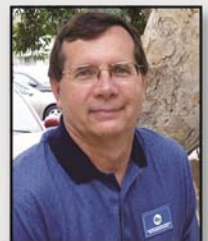
Contract Language: Article 1500, Section 1502, B  
Page 36-37

All Registered Nurses shall get the equivalent of a 3% increase in base hourly rate and will move up the wage grid. Here are some examples of how the wage increases will be implemented:

- a. If you are a Clinical Nurse at Step 14 (equal to 13 years of RN experience), earning \$44.01, you will move to Step 15 (equal to 14 years of RN experience) and your rate will increase to \$45.33.
- b. If you a Clinical Nurse, and are already at Step 29-top rate (equal to 28+ years of RN experience), earning \$53.42 or more, you will receive a 3% increase in your base hourly rate to \$55.02.
- c. If you are an Advanced Clinician at Step 10 (equal to 9 years of RN experience), earning \$44.58, you will move to Step 11 (equal to 10 years of RN experience) and your rate will increase to \$45.92.
- d. In the case where you may be earning above the wage grid rate and movement to the next grid rate does not provide a 3% increase, you will move to the next rate and be provided with a lump sum payment that is equal to difference between 3% and movement to the next step on the grid.

Please see your Union contract for more detail and the grid rates.

Our Union negotiated the yearly wage increases during the last negotiations with Sharp in 2011. Our next set of negotiations will begin again next year. In order to win the best contract, it depends on your support and membership. Plan ahead now to think about how you will help in the next contract.



Sharp Professional Nurses Network is committed to empowering Registered Nurses to deliver the highest quality care and work environment that recognizes and honors our expertise in the field of nursing.

SPNN is affiliated with the United Nurses Associations of California representing 22,000 Registered Nurses and Healthcare Professionals in Southern California standing up for quality care.

