

Parkview Registered Nurses Association

Win-Win: New Agreement to Help Stem RN Turnover

A team led by the PRNA officers has secured a new agreement after meeting with management for the past few months in a collaborative process to address the alarming RN turnover rates at Parkview.

These are important steps, but it doesn't end here. We will seek to build on this agreement to achieve greater changes so Parkview can recruit and retain experienced, quality nurses to our team.



PRNA Officer Team: **Brenda Cook, RN**, Secretary; **Vernon Russell, RN**, Vice President; **Viera Daniels, RN**, President

Improvements Won

Attendance Benefit

\$1,000 for FT RN after completion of two consecutive six-week schedules with no call-off or leaving early.

\$500 for PT RN after completion of two consecutive six-week schedules with no call-off or leaving early.

Referral Benefit

Referral of FT/PT RN to Parkview. The referring RN will receive a total of \$2,000 (\$500 at 90 days, \$500 at 6 months and \$1,000 at 1 year).

The referred RN will also receive \$1,000 following the 1 year anniversary of his/her date of hire.

Preceptor Incentives

Preceptor Pay Increase from \$2 per hour differential to \$4 per hour.

Preceptor Role Voluntary—changed from mandatory for any RN who accepted the training.

Preceptor Requirements Changed—from 2 years unit specific experience to 2 years RN experience and 1 year unit specific experience.

