



Highlights of 2009 RN Tentative Agreement

This is a draft highlight summary of the RN tentative agreement, reached on May 29, 2009, with a recommendation of support from your RN Negotiation Team. We've made substantial gains re: Bay Area RN labor market, with over 35% increases compounded over the last 5 years, and with this contract RNs will maintain competitive salary and benefits, while making a substantial, proportional contribution to help the City resolve its budget crisis and save jobs and services.

Contract Extended One Year: Expiration Date June 30, 2011

New Salary Schedule (Across-the-Board for RN Classifications):

<u>Old Schedule</u>		<u>New Schedule</u>	
October 1, 2009	2%	January 1, 2010	2%
April 1, 2010	4%	July 1, 2010	2%
		January 1, 2011	2%

No Change in City's contribution of 7.5% to retirement.

Preceptor Premium: Increased to 7.5%, effective 1/1/09. Preceptor Premium returns to 5% for period of July 1, 2009 through June 30, 2011. New language improves definition and consistency for preceptor functions.

Charge Nurse Premium: Increased to 7.5%, effective 4/1/09. Charge Nurse Premium returns to 5% for period of July 1, 2009 through June 30, 2010.

New Hire Bonus: New employees hired between July 1, 2009, and June 30, 2011 shall not be eligible for the new hire bonus.

SFGH Childcare Center: Balance of RN Childcare Fund returns to General Fund, in return for a commitment for SFGH Childcare Center, to be established when programs are relocated into new building.

Education Fund: \$50,000 annually, effective 7/1/08 to promote RN CEU events; new language extends this fund through June 30, 2011.

No Layoffs: No RN Layoffs through 11/15/09 and City commits to work with labor, community, and business for November, 2009 revenue measure to protect services.

RN Reassignments: New pilot procedure protects RNs in the event of involuntary reassignments.

PHN Caseloads: New language establishes caseload guidelines for CA Children's Services PHNs.

Meet & Confer: The Department has committed to labor management meetings to address:
1) NP supervision & evaluation. 2) Conversion of temps/as-needed nurses to permanent civil service.
3) RN break coverage. 4) RN overtime, i.e. workload preventing RNs from leaving work on time.
5) ED weekend scheduling. 6) Deployment of direct patient care resources.

Other contract language/benefits in the RN MOU remain unchanged.

Members can access relevant documents at www.seiu1021.org. Ratification Logistics and Voting Schedule (including internet voting option), Info Meetings, Contract Language, Salary Survey, and other source documents are posted on web (save the trees). THANKS to all members for your support and to the 2009 SEIU 1021 RN Team for negotiating this agreement, with a recommendation:

VOTE YES!