



# BARGAINING UPDATE

For Menorah Medical Center, HCA Nurses



NATIONAL NURSES ORGANIZING COMMITTEE-KANSAS / NATIONAL NURSES UNITED

## OFFICIAL SUMMARY

# NNOC/NNU Menorah Medical Center Tentative Agreement Reached

First NNOC/NNU-MMC Contract with significant gains and protections achieved for RNs.  
**Your RN Bargaining Team unanimously recommends that you VOTE YES.**

### PATIENT CARE PROTECTIONS

- **Professional Practice Committee (PPC)** - Elected staff RNs charged with making recommendations to management on improving patient care-will provide input on technologies and workplace safety. The PPC will consist of all bedside RNs who will be on paid release time.
- **Patient Acuity Based Staffing Levels** - patient staffing level and acuity established in policy and enforceable by staffing committee.
- **Staffing Committee** - equal representation of staff RNs on joint committee with management to review staffing issues in the hospital, ensure compliance with staffing matrices and recommend changes. The Committee will plan the need for Break Relief RNs for every shift for ONOGS, ICU, MED/TELE/PCU, Rehab and FBC.
- **Resolution of Staffing Disputes** - staffing disputes which cannot be resolved by the staffing committee can be referred to an independent mediator.
- **Standards of Competent Performance** - is gold standard language included in all NNOC/NNU contracts. This standard sets forth the RN Nursing process and, very important; that RNs have the right to act as the patient's advocate.

### COMPENSATION

- **Equitable Wage Increases** - guaranteed annual across the board (ATB) increases not connected to market.
  - **2% retro pay** for August for all RNs.
  - Total 3 year contractual raises for RNs with 15 or less years experience will be a minimum of 6% to a maximum of 16%.
  - **Caps totally eliminated** - new step 16 (2%) added for nurses with 16+years of experience. Nurses at max pay rate will receive 2% real rate increase yr 1, plus another 2% rate increase and 2% bonus for the remaining 2 years.
  - **LPN Experience** - RNs will receive experience for 50% of ALL LPN experience on the RN wage scale and RN can challenge wage placement throughout the contract period.
- **Preceptor Differential** - \$1 per/hr for ALL RNs when asked to precept. Differential recieved when timing in.
- **Reporting Pay** - The Hospital will provide a two (2) hour notice prior before a scheduled shift if a nurse is cancelled. If the two hour notice is not given and the nurse reports to work, the nurse will either be provided two hours of work or pay at the Hospital's option.

### JOB PROTECTIONS/PROFESSIONAL ADVANCEMENT

- **PTO/EIB benefits** - preserved, includes language that the Hospital must bargain effects of any proposed changes
- **Bereavement benefit** - preserved and Domestic Partner to be considered as immediate family
- **Call-off/Low Census** - Weekend Option RNs can now volunteer to be called off/ low-census. RN right to decline standby status maintained
- **Reduction in Force** - In event of a layoff nurses with 0-20+ years of service will receive 4-20 weeks of severance pay
- **Retiree Health** - access to retire health plan as a bridge between retirement and Medicare
- **Meal Breaks** - RN work load will no longer limit ability to a meal break.
- **Retiree Health Plan** - Access to retire Health Plan
- **Severance Package** - Severance package improved for all RN classifications
- **Certifications and CEs** - the hospital will not unreasonably deny RNs request for time off to attend outside continuing education courses and will continue to offer free CE's and certifications

For more information, call 816-333-0975 or email [missourikansas@nnoc.net](mailto:missourikansas@nnoc.net)

# NNOC/NNU: A National Voice for Direct-Care RNs.