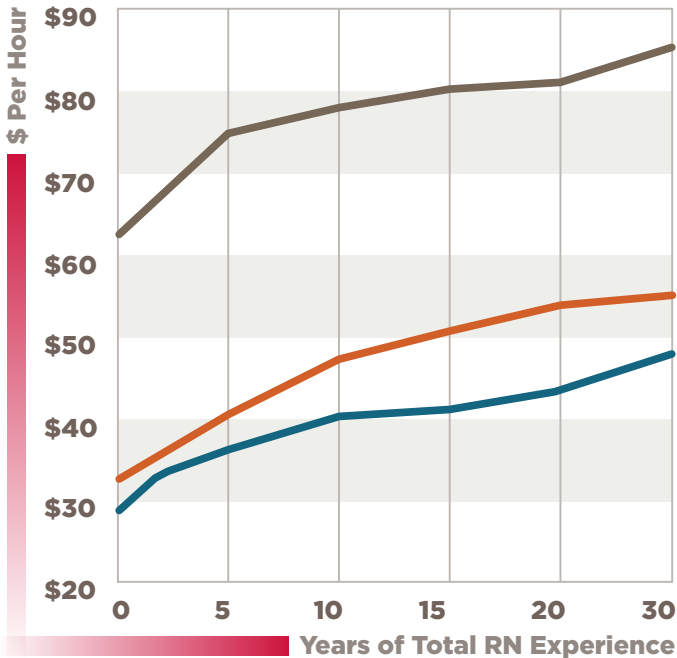


WAGES

How Do Johns Hopkins RNs Match Up?



- JHH Average
- University of Chicago BSN
- UCSF

The data reflect University of Chicago and UCSF RNs' base wages and do not include additional shift, preceptor, and charge differentials. JHH wages were gathered from hundreds of surveys collected by JHH RNs and reflect wages after the recent market and equity adjustments.

YOE	JHH Average
0	\$29.57
5	\$36.10
10	\$40.41
15	\$41.57
20	\$43.75
30	\$47.61

YOE	University of Chicago BSN
0	\$33.35
5	\$40.41
10	\$47.25
15	\$50.14
20	\$54.80
30	\$55.90

YOE	UCSF
0	\$62.59
5	\$75.69
10	\$77.19
15	\$80.33
20	\$81.91
30	\$85.14

Even when cost of living difference is factored in, JHH RNs are paid significantly less than their RN colleagues in Chicago or San Francisco.

	San Francisco-UCSF	Chicago-UChicago
Cost of Living	56.4% higher than Baltimore*	3% higher than Baltimore*
Avg Wage Difference	95.2% higher compared to JHH	17.5% higher compared to JHH
Avg Wage Difference Adjusted for COL	38.8% higher compared to JHH	14.5% higher compared to JHH

*www.bankrate.com/calculators/savings/moving-cost-of-living-calculator.aspx

If you would like to review an NNU contract for a full comparison between JHH and NNU-represented hospitals, in addition to a wage comparison of your current base rate, please call 800-504-1638.

BASE RATES FOR NURSES AT JHH VS UNIVERSITY HOSPITALS WITH NNU CONTRACTS

- Nurses at Johns Hopkins Hospital earn significantly less in base wages than nurses with NNU contracts at other world-renowned university research hospitals, such as University of Chicago Medical Center and University of California, San Francisco.
- Even with recent “market adjustment” and “equity adjustment” increases, JHH RNs’ wages are arbitrarily decided and far behind the standard. This ultimately negatively impacts retention of experienced RNs and leads to significant turnover.
- NNU RNs have a transparent wage grid based on years of experience, including years of foreign experience, and often receive two wage increases every year: one across-the-board percentage-based increase, and one yearly-based step increase.
- Under JHH, RNs with the same years of experience may have different base rates, which often is the result of favoritism.
- Under JHH’s current pay scheme, many RNs with more experience are paid less.

Johns Hopkins Hospital claims it sets the standard of excellence for clinical care, medical education, and research, so why is it compensating nurses below the standards of other university hospitals?

“We work for a world class hospital, and yet we are working in unsafe conditions and we cannot retain RNs. We need to win the right to collectively bargain and negotiate for improvements including safe staffing and fair compensation that will help retain nurses.”
—Katie Medved, RN, MICU
Five years at JHH

