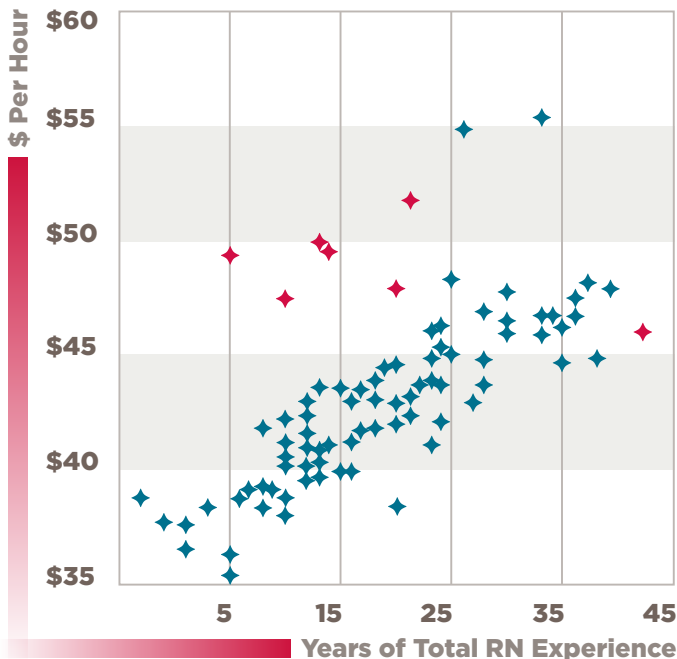


WAGES #2

Is JHH's Wage System Fair?

Recently, hundreds of Hopkins RNs filled out anonymous wage surveys to help illuminate the non-transparent pay practices at Johns Hopkins Hospital. Based on the results, it's easy to see why JHH administration continues to keep RNs in the dark about its PACE pay system.

JHH WAGES BY EXPERIENCE



◆ RNs working in JHH
◆ Comparing RNs with 5, 10, 13, 14, 20, 21 and 42 years

An RN with 42 years of experience reported making only \$46 per hour, while RNs with 5, 10, 14, or 20 years of experience make more. **Is it fair that an RN with 5 years experience makes more than a 42-year RN?**

JHH WAGE COMPARISONS SAME YOE (YEARS OF EXPERIENCE) BUT HUGE DIFFERENCES IN PAY!

YOE	\$ Per Hour
1	\$28.00
1	\$30.52
1	\$33.12
1	\$38.59

\$10.59 difference

YOE	\$ Per Hour
2	\$29.85
2	\$32.00
2	\$36.00
2	\$37.54

\$7.69 difference

YOE	\$ Per Hour
4	\$30.00
4	\$33.94
4	\$36.19
4	\$38.20

\$8.20 difference

YOE	\$ Per Hour
5	\$32.00
5	\$34.11
5	\$36.01
5	\$49.37

\$17.37 difference

YOE	\$ Per Hour
7	\$30.00
7	\$34.00
7	\$36.00
7	\$39.07

\$9.07 difference

YOE	\$ Per Hour
10	\$38.00
10	\$40.23
10	\$42.21
10	\$47.40

\$9.40 difference

YOE	\$ Per Hour
13	\$40.00
13	\$41.00
13	\$43.54
13	\$49.98

\$9.98 difference

YOE	\$ Per Hour
33	\$46.17
33	\$46.92
33	\$55.64

\$9.47 difference

More data is available.

Is it fair that there is such a big difference between RNs with the same years of experience?

Further, RN pay stagnates as RNs gain more experience. Wage increases become smaller or disappear as JHH administration tell RNs they are “capped out.” With the cost of living increasing every year, this means that RNs are actually seeing a pay decrease when their wages stand still. **Is it fair that more experienced RNs get little or no pay increases?**

Fair and transparent wage compensation is the only way to improve retention.

“

The JHH wage system isn't transparent and has created pay inequalities and unfairness that ultimately has led to RNs leaving the hospital. Since I've been here, we've seen benefit takeaways and we don't have guaranteed, fair yearly wage increases. We need a pay system that is transparent and equitable so that we can retain RNs. If other NNU-represented university hospitals have achieved this, why can't we?”

—Gail Levin, JHH, Z3 PACU
30 years as an RN, at JHH from 2002 (16 years)

