

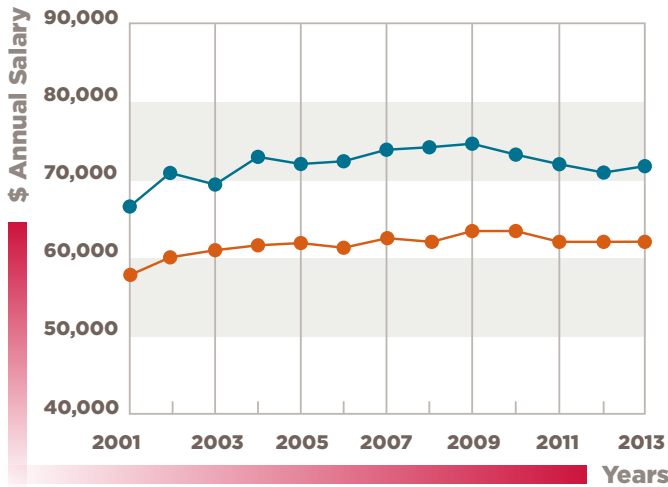
# WAGES #3

# Are Women RNs Paid Less than Their Counterparts at Hopkins?

Recently, hundreds of Hopkins staff RNs participated in an anonymous wage survey. Major findings include:

1. At Hopkins, our survey found that the same gender gap in pay appears to exist for RNs from new hires to 10 years of experience. There was insufficient data from male nurses with greater than 10 YOE to draw a conclusion. In order to be consistent with the JAMA study, wages are shown as annual base salaries.
2. RNs at Hopkins were paid substantially less than RNs at other prominent university hospitals such as UCSF and University of Chicago, which have NNU representation.
3. Years of experience was not a primary determinant of pay at Hopkins. RNs with less experience often were paid more than more-experienced counterparts, and among RNs with the same year of experience (YOE), differences were as wide as \$17.37 per hour.

## AMERICAN COMMUNITY SURVEY ANNUAL SALARY BY GENDER

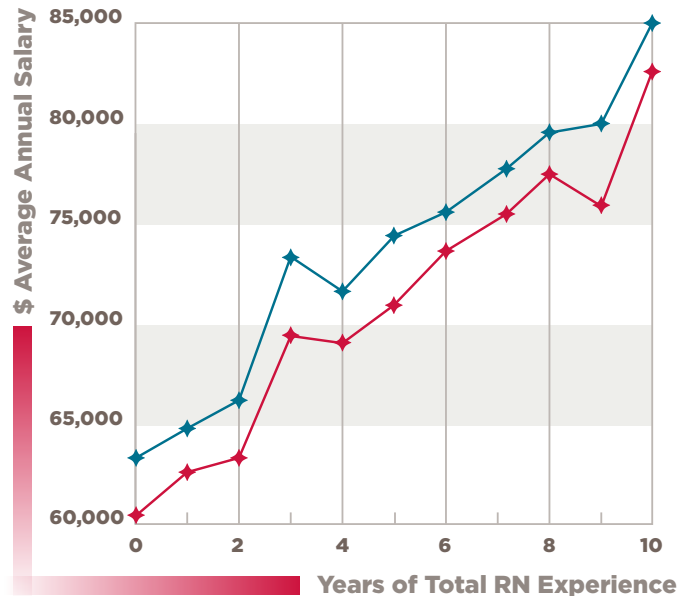


● Male RNs  
● Female RNs

Link for a copy of the JAMA report: <https://jamanetwork.com/journals/jama/fullarticle/2208795>

JAMA's Research Letter issued in March 2015, based on a nationwide study, reported that male staff RNs out-earn female staff RNs by an overall difference of \$5,148 per year.

## JHH SALARIES FOR MEN VS. WOMEN (FIRST 10 YEARS)



◆ Men ◆ Women

**How much more do men make than women in average annual salary?**

YOE	Difference
0	\$2,371.20
1	\$1,456.00
5	\$2,974.40
10	\$1,851.20

## AT NNOC/NU FACILITIES, RNS HAVE WON WAGES BASED ON YEARS OF EXPERIENCE.

UCSF wage table Effective January 2017

To review a contract, please call 800-504-1638

Step	YOE	Nurse, Clinical 1		Nurse, Clinical 2		Nurse, Clinical 3		Nurse, Clinical 4	
		\$ Hourly	\$ Monthly	\$ Hourly	\$ Monthly	\$ Hourly	\$ Monthly	\$ Hourly	\$ Monthly
1	<0.5	62.59	10,890.21						
2	0.5			65.70	11,432.38	68.73	11,958.88	72.14	12,551.93
3	1.5			68.09	11,847.32	71.19	12,387.52	74.70	12,998.19
4	2.5			70.52	12,270.08	73.77	12,835.73	77.40	13,467.93
5	3.5			73.06	12,712.43	76.42	13,297.65	80.17	13,949.42
6	4.5			75.69	13,170.43	79.16	13,773.26	83.01	14,444.60
7	5.5			77.19	13,430.74	80.73	14,047.28	84.72	14,742.11
8	6.5			78.74	13,700.84	82.36	14,331.08	86.41	15,035.70
9	7.5			80.33	13,976.82	84.03	14,620.76	88.14	15,337.12
10	8.5			81.91	14,252.79	85.69	14,910.43	89.89	15,640.49
11	9.5			83.45	14,520.94	87.40	15,207.94	91.67	15,949.74
12	10.5			85.14	14,814.53	89.13	15,509.35	93.52	16,272.69
<b>Shift Differential, On-Call, and Charge Nurse Differential</b>									
Eve			10%		10%		10%		10%
Night			16%		16%		16%		16%
Weekend			5%		5%		5%		5%
On-Call			50%		50%		50%		50%
Charge Nurse				\$2.50/Hour		\$2.50/Hour			



A Voice for Nurses. A Vision for Health Care.