



KEY TAKEAWAYS AT HOPKINS OVER THE PAST TWO DECADES!

Hopkins management has taken away significant benefits and pay, causing exodus of experienced RNs

- 1989** Charge RN differential taken away. It had been \$1 per hour.
- 1989-present** RNs pay for parking at \$60-120 per month. Used to be free.
- 1997** Changed to paid-time-off (PTO) from separate sick and vacation banks. RNs were told they would get extra personal days. Sick bank went from indefinite carry-over to “use it or lose it.”

RN no longer accrue PTO for overtime or unit-based projects. RNs required to use one-third of their PTO per year, so PTO is capped at two-thirds earned that year. There had been no cap. No longer able to cash out PTO at retirement. Unused time used to be paid out, now RNs only receive 50 percent of bank time.

Eliminated holiday pay. Lost seven days of allowed time off per year, including President’s Day.
- 2000** Introduced PACE, all RNs switched to salaried pay rather than hourly pay. Initially, to get RNs to sign on to the salaried option, management promised that the salaries will remain at the 95th percentile. However, the salaries at JHH are now in the 50th percentile, with the stated plan to maybe bring it to the 75th percentile.

RN not paid overtime until after two overtime hours worked.
- 2005** Eliminated bonus for being full time and changed RNs’ full-time hours from 36 to 40. Bonus differed by unit: some were \$1,000 per year, others \$1,000 per six months.
- 2007** Tuition reimbursement reduced from paid tuition up to 24 credits per year to a capped amount of \$15,000 per year.
- 2013** Uniform allowance no longer provided, but nurses are required to wear dark blue scrubs, and must have the Johns Hopkins logo embroidered.

Hopkins used to do a 50 percent match on employee 403(b) contributions up to 2 percent of salary. This was in addition to the pension. Now, Hopkins only offers the 403(b) match for nurses hired after 2016, so nurses either have the pension or the match, not both.
- 2016** Eliminated pension for RNs hired after January 2016.
- 2018** Eliminated 100 percent health coverage, even at a Hopkins facility. Health insurance with Hopkins’ doctors used to be paid 100 percent. Now RNs pay 90-10 for the same scope of care and procedures that were previously covered. Deductible keeps going up.

Introduced tele-sitters in some units to eliminate actual sitters. Now nurses’ responsibility.

Adjusted PACE salaries so most RNs saw a net decrease in pay.



During the 12 years that I have been at JHH, the hospital has consistently cut our benefits and adversely impacted patient care with cuts to staffing levels and quality of supplies. These persistent cuts affect the retention of experienced nurses, who are needed to maintain the mastery that supports excellence in patient care. We need to come together and join NNOC/NNU so we can secure a contract and retain our experienced nurses. Without a union contract, the only guarantee that we have is more cuts.”

— **Janet Orlin, RN
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