



A TALE OF TWO CITIES

National Nurses Organizing Committee/National Nurses United (NNOCC/NNU) and California affiliate California Nurses Association (CNA) have won landmark contract language on wages, benefits, staffing, and health and safety. CNA-represented Kaiser Fresno nurses have a better standard of living because they have a seat at the table with management and negotiate over their wages and working conditions.

According to the cost of living website PayScale*, Fresno’s cost of living is roughly 10% lower than Baltimore. However, the average Kaiser Fresno nurse is earning nearly twice the base salary of nurses at Johns Hopkins Hospital (JHH). That’s not all – Fresno nurses have also negotiated substantially higher differentials, retirement benefits, as well as premium free healthcare.

Take a look at Johns Hopkins’ pay standards versus those Kaiser Fresno nurses have negotiated:**

	Johns Hopkins Hospital East Baltimore Campus	Kaiser Fresno
Wages: 2017 Hourly Salary	Wages — PACE System based on type of schedule worked.	Staff Nurse I: \$60.99 <i>(starting pay for Staff Nurse I)</i>
Wages: 5 year, 10 year, 15 year	Wages subject to market adjustment, and experience based on manager discretion. Not transparent. Senior nurses’ pay capped out.	\$74.95 <i>(5 years of experience)</i> \$77.61 <i>(10 years of experience)</i> \$79.54 <i>(15 years of experience)</i> No salary cap for senior RNs.
Wage Increases	Merit increases based on record performance in “Success Factors”. Not guaranteed.	Two guaranteed wage increases per year: 1. 10% over three years AND 2. Guaranteed increase by years of experience.
Certification Bonus	Paid class time for required certification may be deducted from RNs employee annual workshop funds. Reimbursement up to manager’s discretion.	For required certifications, up to eight hours times base pay. For certification that is clinically relevant to the RNs area of specialty, but not required, the cost will be reimbursed.
Holidays	PACE RNs who usually work 12-hour shifts receive 8-hours PTO for each holiday. 8-hours must be used before 120 days or RN loses time.	10 holidays, including one personal holiday taken at any time, and birthday. Holidays paid at base rate, differentials included, for the numbers of hours usually worked. If holiday worked, paid at 2.5 base rate times hours worked.
Professional + Hospital Education	Subject to manager’s discretion.	40 hours a year paid time for continuing education classes or education related to nursing.

**** Kaiser RNs have recently negotiated a new contract. The contract RNs negotiated has major improvements. We will revise this comparison once the contract is ratified April 20, 2018.**

* <https://www.payscale.com/cost-of-living-calculator/California-Fresno/Maryland-Baltimore>

	Johns Hopkins Hospital East Baltimore Campus	Kaiser Fresno
Retirement	<ul style="list-style-type: none"> Pension eliminated for nurses hired after January 2016. 403(b) plan receives NO matching until five years of employment. 	<ul style="list-style-type: none"> Defined-benefit pension plan. Early retirement available at age 55 with at least 10 years. Kaiser 401(k). 1.25% of annual gross match if nurse contributes at least 2%. Retiree health plan locked in.
Sick Time	Maryland state law allows RNs to use up to 40 hours of sick and safe leave. After that, RNs must use PTO and will get an occurrence even for documented illnesses.	Up to 120 hours per year for full-time employees. Part-time and per-diem RNs have reduced sick time.
Evening Diff	\$2.81 per hour	11% times base rate (e.g. \$60.99 x 11% = \$6.70)
Nightshift Diff	\$3.56 per hour	17.5% times base rate
Weekend Diff	\$2.65 per hour	10% times base rate
On-Call Pay	Up to \$12 flat rate	50% times base rate (differentials included)
Charge RN Diff	None	5% times base rate
Preceptor Diff	Periodic bonus up to \$250 at discretion of unit manager.	\$1.50 per hour
Healthcare Standard Family (two adults + two children)	90/10 full-time; 80/20 part-time.	Free premium dental, vision, and medical plan for individual and family. No premium pay.
Parking	\$120 per month or \$12 per day for on-site lots. \$70-\$105 per month for off-campus + satellite parking lot. Free on weekends and from 4:00pm-8:30am weekdays.	Free
Safe-Patient Ratios	Ratios on a unit-to-unit basis. No legally binding document to hold hospital accountable.	California nurse-to-patient ratios are to be observed at all times. Facility must make all attempts to not exceed the legally-mandated ratios.
Rights on the Job	At-will employment: RNs can be disciplined or terminated for any reason, without a transparent system where RNs have a say. Hospital controls the disciplinary process, without clear and transparent documentation.	Just-cause employment: A fair and transparent process where RNs have rights to ask for any documentation or evidence for any potential discipline. RNs can no longer be disciplined unfairly, and hospital must clearly state a reason for discipline. Just cause is a standard in every union contract.

The National Voice for Direct-Care RNs