



UNION NURSE



NATIONAL NURSES ORGANIZING COMMITTEE-TEXAS • NATIONAL NURSES UNITED
AUGUST 2013

NEW NNOC CONTRACT ESTABLISHES WAGE STEPS BY SERVICE YEARS

For the first time at a Texas private sector hospital, nurses' wages will be set according to a transparent, equitable system based on RN years of experience with regular step raises guaranteed by union contract. The new contract—the second with Tenet at this Houston hospital—was tentatively settled on August 23 and was ratified by vote of the nurses over the weekend. Here are the major elements:

WAGES: Annual across the board raises of 3% now, 3% next year, and effective in 2015 nurses move toward their appropriate wage step receiving raises that range from a minimum of 2.5% to a maximum of 3.25%. Per Diems also receive the two 3% raises and in the third year a 2.75% raise.

SAFE PATIENT CARE: Increased paid time for PPC meetings, additional floating limits, and improved staffing committee procedures.



Negotiating Committee signing the contract with Cypress Fairbanks-Tenet. From left: Brenda Prewitt, Valarie Gray, and Brenda Landerville.

RN RIGHTS: Increased paid education leave, bulletin boards in all break rooms, and alternatives to call-off.

BENEFITS: All health insurance, PTO, and 401(k) plans are maintained and guaranteed by contract. Any increases in health premiums are limited.

COLLECTIVE BARGAINING MEANS STEADY GAINS FOR TEXAS RNs

In the first CyFair contract and the first contracts with HCA-affiliated hospitals, nurses put an end to the old phony merit system replacing it with annual across the board raises that nurses can count on. Now, in the second round of bargaining, comes the complete wage system—annual raises, step raises, and rates placed on a “ladder” that goes up by years of service. El Paso Tenet nurses are determined to keep the ball rolling in their first contract negotiations which resume in early September.

HERE'S THE PATTERN OF HOW COLLECTIVE BARGAINING HAS BEGUN TO CHANGE RN WAGES IN THE SOUTHERN REGION:

- 2010** First NNOC contract at CyFair ends merit system, establishes annual raises.
- 2012** Ten first contracts at HCA-affiliates in Florida win annual raises AND a years-of-experience wage system; four first contracts in Texas end merit with annual raises but cannot achieve a full wage system.
- 2013** Two first contracts at Tenet in Florida wins annual raises AND a years-of-experience wage system which will go into effect in 2014.
- 2013** Second contract at CyFair continues annual raises AND achieves a years-of-experience wage system that goes into effect in 2015.
- 2015** Second round of contracts with HCA-affiliates in Texas. **KEEP CLIMBING THE LADDER!**



The scene of action shifts from Houston to El Paso as Tenet nurses there make plans to complete contract negotiations. Pictured here are some of the members of the Joint Action Committee making their plans in the union office.

ADVANCED LEADERSHIP TRAINING

- November 6, 10:00 a.m.–3:00 p.m. in Austin
- For all Grievance Committee Members and Membership Recruitment Chairpersons

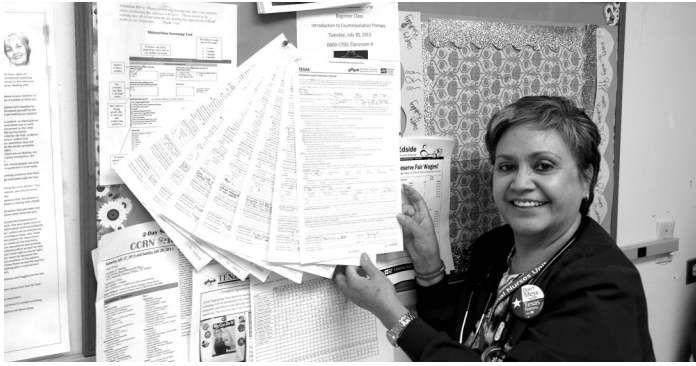
ELECTIONS FOR UNION POSITIONS AT HCA-AFFILIATED HOSPITALS

- Watch for consent-to-serve forms and elections to follow in September

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At Sierra Medical Center



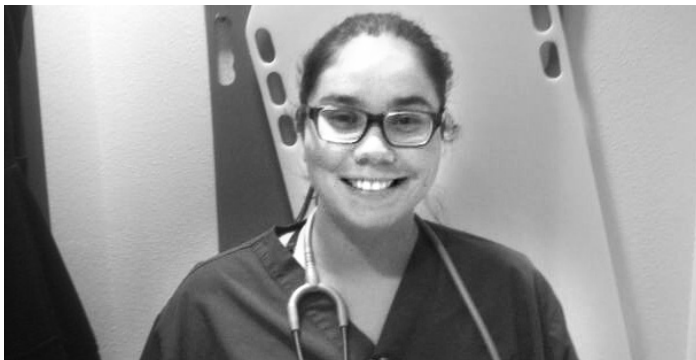
Nurse Rep Monica Martell (CCU Days), pictured here, makes sure to post in the break room the ADOs that managers refuse to acknowledge so they are a handy reference for nurses and a reminder to managers.

At Corpus Christi Medical Center



RN Sylvia Higgins (nurse rep in NICU), seated next to RN Debra White (Nursery), was able to ensure that management complied with Article 16 Flex Off/Call Off of the union contract, insistent that the facility scheduler be readily available to ensure for proper rotations.

At Las Palmas Medical Center



Welcome new nurse rep for 3W, Sabrina Goerner. RN Goerner is handling a grievance over mandatory overtime and another on out of order call off.

At Del Sol Medical Center



RN and Nurse Rep Audrina Bovan passing out the latest update on the staff committee with RN Joshua Quesada (ICU).

At the National Womens' Political Caucus Convention in Austin



San Antonio and Austin Metro Committee nurses with NNU Co-President Deborah Burger. From left: Kelly Miller, Diana Pirzada, Deborah Burger, Gwen Agbatekwe, Vikki Avaregen, Doug Barrera, and Ruy Diamico.



PPC members from left: Charlotte Krause, Debra White, Kathy Gossett, and Rhett Laza (and not pictured, Fred Flores) drafting a letter to the CNO, calling upon her to respond within 30 days to their concerns about the new CPOE program. The PPC is established by union contract and has responsibility for patient care concerns.



Nurse Rep Vanessa Perez (left) and member Belen Avila (both in Ante Partum) represented their fellow nurses in a Step 1 grievance hearing on mandatory overtime.

