

SHARP PROFESSIONAL NURSES NETWORK

BARGAINING

UPDATE



#12
OCTOBER 14, 2016



With hundreds of RNs present at negotiations on October 14, we put forward a completely new first year wage schedule for all Clinical Nurses and Advanced Clinicians. Our proposal is intended to address ongoing recruitment and retention issues of great nurses.

UNION COUNTER PROPOSAL - October 14, 2016

Wage Schedule 2017-2019

| Clinical Nurse | | | | | | | | | | | | | | | | | |
|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| | RN Exp. | <1 yr | 1 yr | 2yrs | 3yrs | 4yrs | 5yrs | 6yrs | 7yrs | 8yrs | 9yrs | 10yrs | 11yrs | 12yrs | 13yrs | 14yrs | 15yrs |
| 9/27/2015 (FY'16) | current | \$36.64 | \$37.00 | \$37.36 | \$37.73 | \$38.10 | \$39.05 | \$40.04 | \$40.83 | \$41.65 | \$42.49 | \$43.35 | \$44.21 | \$45.10 | \$46.00 | \$46.69 | \$47.38 |
| 10/1/2016 (FY'17) | NEW | \$42.00 | \$43.26 | \$44.34 | \$45.23 | \$46.13 | \$47.06 | \$48.00 | \$48.96 | \$49.94 | \$50.93 | \$51.95 | \$52.73 | \$53.52 | \$54.33 | \$55.14 | \$55.97 |
| 10/1/2017 (FY'18) | 6.00% | \$44.52 | \$45.86 | \$47.00 | \$47.94 | \$48.90 | \$49.88 | \$50.88 | \$51.90 | \$52.94 | \$53.99 | \$55.07 | \$55.89 | \$56.73 | \$57.59 | \$58.45 | \$59.33 |
| 10/1/2018 (FY'19) | 6.00% | \$47.19 | \$48.61 | \$49.82 | \$50.82 | \$51.83 | \$52.88 | \$53.93 | \$55.01 | \$56.11 | \$57.22 | \$58.37 | \$59.25 | \$60.14 | \$61.05 | \$61.96 | \$62.89 |

| Clinical Nurse | | | | | | | | | | | | | | | | |
|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | Step | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| | RN Exp. | 16yrs | 17yrs | 18yrs | 19yrs | 20yrs | 21yrs | 22yrs | 23yrs | 24yrs | 25yrs | 26yrs | 27yrs | 28yrs | 29 yrs | 30+ yrs |
| 9/27/2015 (FY'16) | current | \$48.09 | \$48.81 | \$49.54 | \$50.29 | \$50.92 | \$51.56 | \$52.20 | \$52.85 | \$53.52 | \$54.18 | \$54.86 | \$55.55 | \$56.24 | | |
| 10/1/2016 (FY'17) | NEW | \$56.53 | \$57.09 | \$57.66 | \$58.24 | \$58.82 | \$59.41 | \$60.01 | \$60.61 | \$61.21 | \$61.82 | \$62.44 | \$63.07 | \$63.70 | \$64.33 | \$64.98 |
| 10/1/2017 (FY'18) | 6.00% | \$59.92 | \$60.52 | \$61.12 | \$61.73 | \$62.35 | \$62.97 | \$63.61 | \$64.25 | \$64.88 | \$65.53 | \$66.19 | \$66.85 | \$67.52 | \$68.19 | \$68.88 |
| 10/1/2018 (FY'19) | 6.00% | \$63.52 | \$64.15 | \$64.79 | \$65.44 | \$66.09 | \$66.75 | \$67.43 | \$68.10 | \$68.78 | \$69.46 | \$70.16 | \$70.87 | \$71.57 | \$72.28 | \$73.01 |

| Advanced Clinician | | | | | | | | | | | | | | | | | |
|--------------------|---------|-------|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| | RN Exp. | <1 yr | 1 yr | 2 yrs | 3 yrs | 4 yrs | 5 yrs | 6 yrs | 7 yrs | 8 yrs | 9 yrs | 10 yrs | 11 yrs | 12 yrs | 13 yrs | 14 yrs | 15 yrs |
| 9/27/2015 (FY'16) | current | N/A | N/A | \$41.58 | \$41.99 | \$42.40 | \$42.82 | \$43.24 | \$44.10 | \$44.98 | \$45.88 | \$46.81 | \$47.74 | \$48.72 | \$49.68 | \$50.42 | \$51.18 |
| 10/1/2016 (FY'17) | NEW | N/A | N/A | \$47.89 | \$48.85 | \$49.82 | \$50.82 | \$51.84 | \$52.88 | \$53.94 | \$55.00 | \$56.11 | \$56.95 | \$57.80 | \$58.68 | \$59.55 | \$60.45 |
| 10/1/2017 (FY'18) | 6.00% | N/A | N/A | \$50.76 | \$51.78 | \$52.81 | \$53.87 | \$54.95 | \$56.05 | \$57.17 | \$58.30 | \$59.47 | \$60.37 | \$61.27 | \$62.20 | \$63.12 | \$64.07 |
| 10/1/2018 (FY'19) | 6.00% | N/A | N/A | \$53.81 | \$54.89 | \$55.98 | \$57.11 | \$58.25 | \$59.41 | \$60.60 | \$61.80 | \$63.04 | \$63.99 | \$64.95 | \$65.93 | \$66.91 | \$67.92 |

| Advanced Clinician | | | | | | | | | | | | | | | | |
|--------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | Step | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| | RN Exp. | 16 yrs | 17 yrs | 18 yrs | 19 yrs | 20 yrs | 21 yrs | 22 yrs | 23 yrs | 24 yrs | 25 yrs | 26 yrs | 27 yrs | 28 yrs | 29 yrs | 30+ yrs |
| 9/27/2015 (FY'16) | current | \$51.94 | \$52.72 | \$53.51 | \$54.31 | \$55.00 | \$55.68 | \$56.38 | \$57.09 | \$57.80 | \$58.52 | \$59.25 | \$59.99 | \$60.75 | | |
| 10/1/2016 (FY'17) | NEW | \$61.05 | \$61.66 | \$62.27 | \$62.90 | \$63.53 | \$64.16 | \$64.81 | \$65.46 | \$66.11 | \$66.77 | \$67.44 | \$68.12 | \$68.80 | \$69.48 | \$70.18 |
| 10/1/2017 (FY'18) | 6.00% | \$64.72 | \$65.36 | \$66.01 | \$66.67 | \$67.34 | \$68.01 | \$68.70 | \$69.39 | \$70.07 | \$70.77 | \$71.48 | \$72.20 | \$72.92 | \$73.64 | \$74.39 |
| 10/1/2018 (FY'19) | 6.00% | \$68.60 | \$69.28 | \$69.97 | \$70.67 | \$71.38 | \$72.09 | \$72.82 | \$73.55 | \$74.28 | \$75.02 | \$75.77 | \$76.53 | \$77.30 | \$78.06 | \$78.85 |

At this time, no future bargaining dates have been set.
Please stay tuned for future actions and dates!



United Nurses Associations of California/Union of Health Care Professionals (UNAC/UHCP)
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#WeSupportSharpRNs