

GARDEN GROVE REGISTERED NURSES

# BARGAINING UPDATE



**#14**  
OCTOBER 22, 2019

**WE DID IT! WE RATIFIED THE NEW CONTRACT!**

Yesterday, Garden Grove RNs overwhelmingly ratified our new three-year contract.

This agreement is a direct result of our collective action and unity.

Improvements to our contract include:

- FT/PT wage increases in year one from a minimum of 3% to a maximum of 46% as nurse are placed on a new wage grid by years of experience.
- FT/PT wage increases of 3% in both years two and three.
- PD rates increased to \$48 for regular and \$50 for specialty unit.
- PD wage increase of 3% in both years two and three.
- Maintained quality, affordable health benefits.
- Gained paid time for mandatory education.
- Hours of work: improved language on cancellation tracking; protection from mandatory split or rotating shifts.
- Updated terms and improved protections on holidays; health and safety; leave of absence; subcontracting; and union security.
- NEW Article: Technology—protects our scope of practice and job duties against impacts from new technology.
- NEW Article: Probationary Registered Nurse—covers newly hired RNs.



**RNs ARE THE**  **OF PRIME HEALTHCARE**

United Nurses Associations of California/Union of Health Care Professionals (UNAC/UHCP)  
Represents 32,000 Nurses and Health Care Professionals in Southern California and Hawaii

