

Effective the start of the first full pay period following March 24, 2016 (wage grid below):

1. ATB Increase: RN I, RN II and RN IIIs will receive a 3% across-the-board (ATB) increase. RN IVs will receive a 1% ATB increase.
2. RN IV Bonus: RN IVs will receive a one-time lump sum bonus payment equal to 2% of the employee's base compensation for the preceding 26 pay periods. Base compensation includes all regular hours paid and PTO paid. Excluded from the base compensation for calculation of the payment is overtime, PTO payout, ESL, standby, callback and other premium pays. The payment will be subject to applicable withholdings and deductions
3. Range Restructure for RN II and RN III: Restructure RN II and RN III ranges to have 6 progressive steps and 5 tenure steps. One new 7-year tenure step (Step 7), one 10-year tenure step (Step 8), one 15-year tenure step (Step 9), one 20-year tenure step (Step 10), and one new 25-year tenure step (Step 11).
4. RN II and III Transition to the New Range: After receiving the 3% ATB increase the start of the first full pay period following March 24, 2016, RN IIs and RN IIIs will remain at that rate of pay (which may be between steps of the new range) until their anniversary date. On commencement of the next complete pay period after the anniversary date of the nurse, the nurse will be placed on the closest step in the new range (new RN II range, or if eligible, new RN III clinical ladder) that results in a pay increase, regardless of tenure requirements for that step. After placement in the range, employees may only progress one step at a time and may not skip steps.
5. RN I (New Grad): A Registered Nurse with less than 1 year of credited experience as a Registered Nurse will start at the RN I rate, which is 5% below Step 1 of the RN II rate. After completion of one year of service in the bargaining unit, RN I moves to step 1 of RN II.

	Years:						7yrs	10yrs	15yrs	20yrs	25yrs
Step:	1	2	3	4	5	6	7	8	9	10	11
RN (New Grad)											
Regular PF/FT	51.19										
Short Hour	56.31										
On-Call	58.36										
RN II											
Regular PF/FT	53.75	55.74	57.73	59.72	61.71	63.73	65.48	67.28	69.13	71.03	72.98
Short Hour	59.13	61.31	63.50	65.69	67.88	70.10	72.03	74.01	76.04	78.13	80.28
On-Call	64.06										
RN III											
Regular PF/FT	56.44	58.53	60.62	62.71	64.80	66.91	68.75	70.64	72.59	74.58	76.63
Short Hour	62.08	64.38	66.68	68.98	71.28	73.60	75.63	77.70	79.85	82.04	84.29
On-Call	67.19										

	Years:						10yrs	15yrs	20yrs
Step:	1	2	3	4	5	6	7	8	9
RN IV									
Regular PF/FT	57.74	60.04	62.44	64.94	67.53	70.24	73.05	75.98	79.02
Short Hour	63.51	66.04	68.68	71.43	74.29	77.28	80.36	83.58	86.93
On-Call	70.24								

Effective the start of the first full pay period following March 24, 2017 (wage grid below):

1. ATB Increase: RN I, RN II and RN IIIs will receive a 3% ATB increase. RN IVs will receive a 1% ATB increase
2. RN IV Bonus: RN IV's will receive a one-time lump sum bonus payment equal to 2% of the employee's base compensation for the preceding 26 pay periods, calculated as described above. Payment will be included in the paycheck for the first full pay period following March 24, 2017.

	Years:						7yrs	10yrs	15yrs	20yrs	25yrs
Step:	1	2	3	4	5	6	7	8	9	10	11
RN (New Grad)											
Regular PF/FT	52.72										
Short Hour	57.99										
On-Call	60.10										
RN II											
Regular PF/FT	55.36	57.41	59.46	61.51	63.56	65.64	67.45	69.30	71.21	73.16	75.17
Short Hour	60.90	63.15	65.41	67.66	69.92	72.20	74.20	76.23	78.33	80.48	82.69
On-Call	65.98										
RN III											
Regular PF/FT	58.14	60.29	62.44	64.59	66.75	68.92	70.81	72.76	74.77	76.82	78.93
Short Hour	63.95	66.32	68.68	71.05	73.43	75.81	77.89	80.04	82.25	84.50	86.82
On-Call	69.21										
RN IV											
	Years:						10yrs	15yrs	20yrs		
Step:	1	2	3	4	5	6	7	8	9		
RN IV											
Regular PF/FT	58.32	60.64	63.07	65.59	68.21	70.94	73.78	76.74	79.81		
Short Hour	64.15	66.70	69.38	72.15	75.03	78.03	81.16	84.41	87.79		
On-Call	70.94										

Effective the start of the first full pay period following March 24, 2018 (wage grid below):

1. ATB Increase: RN I, RN II and RN IIIs will receive at 3% ATB increase.
2. New Steps for RN IV: Add one new 7-year tenure step (Step 7) and one new 25-year tenure step (Step 11). RN IV rates and steps depicted below on the wage grid below.
3. RN IV Transition to New Range: Effective the first full pay period following March 24, 2018, RN IVs will be placed in the new tenure steps based on years of service.

	Years:						7yrs	10yrs	15yrs	20yrs	25yrs
Step:	1	2	3	4	5	6	7	8	9	10	11
RN (New Grad)											
Regular PF/FT	54.31										
Short Hour	59.74										
On-Call	61.91										
RN II											
Regular PF/FT	57.03	59.13	61.25	63.36	65.47	67.61	69.47	71.38	73.35	75.36	77.43
Short Hour	62.73	65.04	67.38	69.70	72.02	74.37	76.42	78.52	80.69	82.90	85.17
On-Call	67.96										
RN III											
Regular PF/FT	59.88	62.10	64.32	66.53	68.75	70.99	72.94	74.94	77.01	79.13	81.30
Short Hour	65.87	68.31	70.75	73.18	75.63	78.09	80.23	82.43	84.71	87.04	89.43
On-Call	71.29										
RN IV											
Regular PF/FT	62.56	64.31	66.11	67.96	70.25	72.50	74.50	76.54	78.65	80.81	82.46
Short Hour	68.82	70.74	72.72	74.76	77.28	79.75	81.95	84.19	86.52	88.89	90.71
On-Call	72.50										

Effective the start of the first full pay period following March 24, 2019 (wage grid below)

1. ATB Increase: RN I, RN II, RN III and RN IV will receive a 4% ATB increase.

Years:							7yrs	10yrs	15yrs	20yrs	25yrs
Step:	1	2	3	4	5	6	7	8	9	10	11
RN (New Grad)											
Regular PF/FT	56.49										
Short Hour	62.14										
On-Call	64.40										
RN II											
Regular PF/FT	59.31	61.50	63.70	65.90	68.09	70.32	72.25	74.24	76.28	78.37	80.53
Short Hour	65.24	67.65	70.07	72.49	74.90	77.35	79.48	81.66	83.91	86.21	88.58
On-Call	70.68										
RN III											
Regular PF/FT	62.27	64.59	66.89	69.19	71.50	73.83	75.86	77.94	80.09	82.29	84.55
Short Hour	68.50	71.05	73.58	76.11	78.65	81.21	83.45	85.73	88.10	90.52	93.01
On-Call	74.14										
RN IV											
Regular PF/FT	65.06	66.88	68.76	70.68	73.06	75.40	77.48	79.60	81.80	84.04	85.76
Short Hour	71.57	73.57	75.64	77.75	80.37	82.94	85.23	87.56	89.98	92.44	94.34
On-Call	75.40										