

**2010
TENTATIVE AGREEMENT
CONTRACT CHANGES**

Health Plan-

- **Agreed to increase co-pays/deductibles**
Prescription Drugs \$20 Brand & \$35 Non-formulary
ED co-pay \$100
Urgent Care co-pay \$30
PPO \$300 individual/ \$900 family
- **No increase in percentage of contributions to premiums**
- **Coverage for bariatric surgery**

Retiree Medical Benefit-

Current plan with monthly stipends available for Nurses age 55+ w/15yrs of service until 2015

New plan with health care accounts available as of July 1, 2011 for Nurses aged 60+ with 20 yrs of service range from:

Age 60- \$11,000 to

Age 65- \$21,000

Hospital to present letter to system retirement committee asking to extend Nurses choice of current benefit to 2016.

PTO/Disability Reserve- (Begins 1/1/2011)

Improvements in accrual- Nurses with 11-15 years of service accrue @ 15yr level.

Eligibility for Overtime- Hospital proposal **WITHDRAWN**

Call Pay- remains at $\frac{1}{2}$ x pay and $\frac{3}{4}$ x pay for Holiday call w/ shift differential
2hr minimum call back guarantee

Wages- 1% on January 1, 2012

Contract Reopener- for wage & hour review to accomplish system consistency- **WITHDRAWN**

Lead Nurse- Hospital proposal- **WITHDRAWN**

Admit/PICC/PRN-

PRN staffing increased by 12hrs/wk

Admit Nurse staffing increased by 24hrs on weekends

PICC assistant- full time

“Sunsets” at the end of new contract

Safe Patient Handling-

Current contract staffing- (2) M-F with 14hrs max coverage

(1) Sat/Sun 8hrs

Includes stipulation, that Nurses can call on Team for assist with patients with mobility challenges.

“Sunsets” at the end of new contract.

Assistive Personnel-

(2) Care partners/unit secretaries to float among departments

1pm-5am each day.

(in addition to staffing for dept.)

“Sunsets” at the end of new contract