



Tentative Agreement Overview

Compensation

Across-the-Board Wage Increases

Our wage scale will increase by the following percentages:

2024

- 4% on the second full pay period after ratification
- 2.5% on the first full pay period after November 1

2025

- 2% on the first full pay period after May 1
- 2% on the first full pay period after November 1

2026

- 2% on the first full pay period after May 1
- 2% on the first full pay period after November 1

These across-the-board increases are in addition to step increases. You move to a higher step after working 1,872 hours. Each step increase gives you an additional raise between 1% and 3.77%.

Wage Scale Adjustment

Full-time & Part-time RNs & APRNs

- Increases and streamlines our step increments to ensure market-competitive wages are maintained throughout the wage scales.
- Each step on the scale increases by an average of 2.41% for RNs and 3.11% for APRNs.
- Will go into effect at the same time as 4% across-the-board increase.

Registry RNs & APRNs

- Adjustments to registry scales mirror those of full-time/part-time scales.
- Targeted increases to 24-to-29 year step and 30+ year step so nurses don't have lower wages when going registry.

New Top Step

An additional step (Step 32) will be added four pay periods after ratification. It will be 1% higher than the current top step.

Putting it All Together

The total wage increase you'll see over three years depends on what step you're on and how many hours you work.

Here are a few examples:

A full-time, brand-new nurse is on Step 1 now & would be on Step 4 by 2027. Her wages would go up by **28.58%**

Part-time, Step 10 nurse could be on Step 11 or 12 in 2027. His wages would go up by **19.4% to 21.8%**

Full-time, Step 20 nurse would be on Step 23 by 2027. Their wages would go up by **22.09%**

Registry, Step 32 nurse is on the top step. Her wages would go up by **29.64%**

Overall Scale Value

Each wage scale gets a significant increase under our tentative agreement:

FT/PT RN	FT/PT APRN	Registry RN	Registry APRN
↑ average: 18.17%	↑ average: 18.98%	↑ average: 24.02%	↑ average: 32.56%
↑ range: 15.39% to 22.37%	↑ range: 15.39% to 23.58%	↑ range: 18.13% to 29.64%	↑ range: 25.18% to 43.38%

Increases to Premiums & Differentials

- Evening shift increases from \$2.50 to \$3.00 per hour.
- Night shift increases from \$4.50 to \$5.00 per hour.
- Call pay increases from \$4.25 to \$4.50 per hour.
- Charge nurse pay increases from \$2.85 to \$3.25 per hour.
- These will go into effect two full pay periods after ratification.
- Additionally, you will now receive preceptor pay whenever you have any student!

When a differential increases by 50 cents, it puts an extra \$936 in your pocket each year! (Based on 0.9 FTE).

Better Benefits

Short-Term Disability

Short-term disability will increase from 65% to 100% of your rate of pay. This will be effective within 60 days of ratification.

Education Benefits

Education benefits will be extended to all nurses, regardless of FTE. The Guild program will provide \$5,250 per year to each nurse and can be used on tuition assistance, tuition reimbursement, CE and conference costs, certification fees, and more.

Staffing

We were able to secure several new provisions to address staffing. These include:

- Modifying Kronos to require that nurses indicate whether they've received each 15-minute rest break and their 30-minute uninterrupted meal break during each shift. Nurses won't be disciplined for accurately reporting missed breaks, and this modification will give valuable data to our Break Steering Committee.
- Creating a system for 3W, 4N, 5N, 5W, PCU & RCU to receive priority support from Resource Pool.
- Creating voluntary on-call shifts for NICU, ICU, ED, Psych ED, Resource Pool (med-surg care set), L&D, Peds & PICU. The ongoing need will be assessed every six months by NPPAC. These voluntary on-call shifts can be cancelled in the event of a decrease in patient care requirements.

Additional Highlights

Jury Duty

Nurses will no longer have to reimburse PAMC for jury duty pay. Night shift nurses will be able to take an additional shift off for jury duty (night before and night after jury duty) and can use PTO or a Day Without Pay.

Non-Prime Time PTO

Nurses can submit requests for non-prime time PTO up to 6 months prior to schedule posting (an increase from 12 weeks). Nurses will be notified of approval/denial within 30 days of submitting their request.

Tracking FTE Change Requests

PAMC will continue to provide our union officers a list of all FTE change requests and their outcomes each quarter, but we'll now get the list within a month of the quarter's closing.

Weekend Scheduling

Weekend scheduling language was updated to reflect the move to 8-week schedules. Clarified that nurses are to be scheduled for a maximum, rather than minimum, number of weekend shifts.

Nurse Resident Positions

These will be posted as variable or night shift. This ensures that resident positions don't get to "jump the line" for preferred shifts in the name of maintaining skill mix.

Preceptor Training

Preceptors will complete a training program unless waived by PAMC.

Registry Nurse Probation

The probationary period for registry nurses will change from 90 days to 180 days.

Registry Work Requirements

Simplifies section on registry work requirements by getting rid of separate requirement to provide availability (since actual work requirements are already spelled out). Also clarifies that partial shifts do not count toward requirements.

New Hire Orientation

Increases the amount of time newly-hired nurses can spend with our union at new hire orientation – up to 60 minutes (from 45).

See all Changes

You can view all changes to contract language in our redline tentative agreement document.

Ratification Voting

Our Providence Registered Nurses bargaining team recommends you **VOTE YES** to ratify the tentative agreement.

Online ratification voting takes place from Tuesday, April 30 at 10:00 AM through Saturday, May 4 at 5:00 PM. Members will receive an individual invitation via the ElectionBuddy platform.

Questions/Issues? Email andrea@aknurse.org or call our office at 907-274-0827.