



Alaska Nurses
Association
RNS UNITED - CPGH

Tentative Agreement Highlights

Compensation

Across-the-Board Wage Increases

Our wage scale will increase by the following percentages:

2025 – 6% on the first pay period after ratification

2026 – 5% on the first full pay period after January 1

2027 – 4% on the first full pay period after January 1

These across-the-board increases are in addition to our step increases. You move to a higher step after working 1,872 hours. Each step increase gives you an additional raise between 0.7% and 3.75%.

By the end of our 2025-2027 collective bargaining agreement, CPH nurse wages will be higher than Providence!

Wage Scale Adjustment

- Percentage increases to our step increments to ensure market-competitive wages are maintained throughout the wage scale.
- Each step on the scale increases by an average of 2%
- Will go into effect at the same time as the 6% across-the-board increase.

Additional Steps

Five additional steps (Step 31-35) will be added after ratification.

Increases to Premiums & Differentials

- Night shift increases from \$5.00 to 10% of your base rate of pay.
- On-call pay increases from \$5.00 to \$5.50 per hour.
- Callback will now be calculated by your regular rate of pay.
- Preceptor pay increases from \$2.00 to \$2.50 per hour.
- Masters of Science in Nursing will receive \$1.00 per hour. This can be in substitution of one of the compensable certifications.
- Charge nurse premium will apply for any nurse filling in for these positions on a shift-by-shift basis.
- IAP will now be calculated by your regular rate of pay.

- Pediatric care differential for Med/Surg and ICU nurses with PALS certification will be \$2.00 per hour while a pediatric patient is under your care.

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

Benefits & Retention

Nursing License Reimbursement

All nurses after 2 years of continuous employment will be reimbursed for their Alaska nursing license renewal.

A Voice in our Benefits

The Benefits Advisory Committee will have up to 3 local bargaining unit members with 1 being a local officer.

Paid Time Off (PTO)

Requests

At least (but not limited to) 1 nurse from each shift on each unit will be allowed to use their PTO at any given time.

Usage

Nurses may use PTO up to 80 hours per pay period regardless of their FTE.

Maximum Accrual

- 7th anniversary PTO max will increase from 408 to 444 hours.
- 10th anniversary PTO max will increase from 432 to 468 hours.

Paid Time for Step Increases

Paid time will count toward step increases! This means LC standby, PTO, IAP, callback, other paid leave, approved continuing education, bereavement & jury duty will all count toward your increase.

Use of IAP

Nurses who accrue IAP will now be able to use those hours if need to care for their spouse/domestic partner. Nurses will also be able to use IAP if they are mandated to stay home because of an exposure and have no symptoms.

Bereavement Leave

Nurses will be allowed to use 40 hours of continuous or non-continuous bereavement leave at their regular rate of pay. Nurses may also be granted a short-term paid leave, not to exceed one day, to attend the funeral of someone other than their immediate family.

Additional Highlights

Scheduling

Posting of Schedules

Schedules must now be submitted by the 5th of the prior month. Schedules will now be posted by the 15th instead of the 21st.

Alternative Schedule Options

If mutually agreed upon by all nurses and the manager of a unit, a schedule can be posted 2 months in advance.

Short Notice Call

Notice Period

This will now apply for any nurse who agrees to work on a scheduled day off with less than 24 hours' notice (previously 14 hours). This will remain at 1.5x the nurse's regular rate of pay.

Floating

If a nurse is volunteering to work short notice call, they will not be required to float to another unit or to a different role than agreed to (unless they want to).

Job Sharing

Essentially, 2 nurses would be sharing a full-time position, but are considered part-time in terms of benefits, seniority, and terms of our CBA. See the redline agreement for details.

Mandatory Leave and Occurrences

If you are mandated to stay home because of an exposure and you have no symptoms, it would not count as an occurrence.

Rest Between Shifts

Nurses will not be required to use PTO or LC if they need to make up hours.

Precepting

If any orientation takes longer than 6 shifts, it will then be considered preceptor pay going forward.

Call Block

Contract language remains the same.

Minimum Compensation

Nurses attending in-person meetings or education will receive a minimum of 1 hour of pay at their regular rate of pay.

Ratification Voting

Our Central Peninsula RNs United bargaining team recommends you **VOTE YES** to ratify the tentative agreement.

Online ratification voting takes place from Monday, January 6 at 8:00 AM through Friday, January 10 at 12:00 PM (noon). Members will receive an email invitation to vote.

Informational/Q&A sessions will be held in the Borealis Room on January 6 (10 AM to 6 PM) and January 7 (12 PM to 8 PM). Members are highly encouraged to attend, review the tentative agreement & get your questions answered by bargaining team members.

Questions about voting? Email andrea@aknurse.org or jenipher.ak.rn@gmail.com