



RN Bargaining Update

Feb. 29: We made 11 proposals to **STAFF UP** permanent FTEs, protect current **P103s**

We're fighting for both! Here's what we proposed:

- **P103 or dual status RN** hired after start of new contract who works over 1,040 hours/year gets **all benefits of permanent FTE**
- Clarify **P103 converting to permanent FTE status goes to correct step rate** for their years of RN experience
- P103 converting to permanent FTE should be **granted seniority based on 75% of hours** worked in P103 class
- Current P103 converting to permanent FTE should get **hiring preference for open positions** over any outside candidate
- **Increase P103 sick leave accrual rate** to same as permanent FTE
- Establish a 401(k)-style **pre-tax retirement savings plan for P103 RNs**
- Provide **license reimbursement for P103s**, clarify reimbursement of furnishing fees for NPs and other classes that require it
- 2320s promoted to higher class who later bid back into 2320 should **retain seniority** for prior 2320 service time
- Permit hiring RN at any step rate to **fill vacancies and staff safely**
- Started discussion over need to **reform reassignment system**
- **Pay RNs the matching COVID retention pay** we were supposed to get under SB 184





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What did the City propose on Feb. 29? Small raises with trap doors under them:

- July 1, 2024: **0% increase – NO RAISE UNTIL 2025.**
- Jan. 4, 2025: 2-3% increase “depending on inflation”
- Jan. 3, 2026: 2-3% increase “depending on inflation,” BUT if projected budget deficit is over \$200 million, 2026 raise is **DELAYED** from January to July 1, 2026; if projected budget deficit is over \$300 million, **NO RAISE UNTIL JANUARY 2027.**
- Jan. 2, 2027: 2-3% increase “depending on inflation,” BUT if projected budget deficit is over \$300 million, 2027 raise is **DELAYED** from January to JUNE 30, 2027.

What do you think of this offer? *What are RNs prepared to do collectively to win something better that will actually address our problem with recruitment and retention?*

Join the RN CAT! (Contract Action Team)

We ALL have a role to play in winning the contract we need & deserve.

The RN Contract Action Team (CAT) plays a crucial role supporting your bargaining team. CAT members distribute flyers at their worksites, talk to their coworkers about what’s happening in bargaining and how they can support, mobilize coworkers to show up to rallies and meetings where the City makes decisions affecting us, and more.



CAT meetings are every 1st and 3rd Thursday at 5 p.m. and 8 p.m.
Just scan the QR code to join!

Purple up every Wednesday until we win!

Rock your purple scrubs, headbands, bandanas, hoodies, and T-shirts every Wednesday from now until we win the contract we deserve!

Stay up to date on the latest!
Get updates & get involved at
seiu1021rns.org

