



## Tentative Settlement Agreement Reached

### Article X Wages – See Attached Sheet

- All Wage Increases Deferred Until 2011 and 2012.
- \$4000 Raise in 2011.
- \$3000 Raise in 2012.
- No Cap in Step Increases – All years of service receive a step increase – Step up 2 years in 2011.
- All per diem rates increase in 2011 and 2012 by \$1.00 per hour.
- **Wage reopener clause** – If LHH base rate falls \$1000 behind any 3 NYSNA / 1199 hospitals, we will reopen the contract on November 1, 2011 with a right to strike.
  
- **Nursing Quality Performance Incentive Program** – Bonus of 0.25% of each employees salary if goals established by LHH for reducing hospital acquired pressure ulcers and falls are achieved.
  
- **Article XIII – Overtime** – NO Mandatory Overtime!
  
- **Article XIV – Rotation of Shifts and Differentials** – maintain all language on shift and float differentials.
  
- **Article XVI – Vacation** – Maintain vacation as currently laid out in contract – including 6 weeks vacation for 15 years. Also, management was proposing to pay RNs straight time if they worked during a scheduled vacation – we fought diligently to have this proposal withdrawn.
  
- **Article XVII – Paid Leave**
  - ⇒ Death in Family remains unchanged – Management wanted to limit Death in Family days.
  - ⇒ Proof of Service must be provided in order to be paid for jury duty.
  
- **Article XXI – Tuition Reimbursement** – Tuition Reimbursement will now be limited to Bachelors and Masters degrees, 2 doctoral students will be grandfathered in. Maximum reimbursement will be \$7500 or 18 credits (whichever is less) commencing July 1, 2010. Commencing July 1, 2010, employees must remain employed by Lenox Hill Hospital for two additional years after use of the program and the \$4500 trigger has been removed. Tuition Reimbursement will be for 0.6 employees and above.
  
- **Article XXIII – Health Insurance**
  - ⇒ No contributions for coverage for the length of the contract.
  - ⇒ Current Plan remains in effect for 2010, switch to management coverage in 2011 and 2012. *(No charge for staff RNs.)*

