

May 27, 2016

Dear CRONA Stanford Hospital & Clinics Nurses:

As you know, the membership ratified the 2016-2019 collective bargaining agreement earlier this month.

Because today is the first payroll day following the ratification, we wanted to communicate what you should be looking for in your paycheck and when. The contract was ratified on May 11, 2016, which falls in the middle of a payroll period.

Stanford Hospital and Clinics has informed CRONA that it intends to reflect the base wage increases in today's paychecks. All Nurses are also due ***retroactive pay going back to March 27, 2016***. The hospital has not confirmed whether that retroactive pay will be in today's paychecks or in the paychecks for the first full payroll period following ratification, which would be the paychecks issued on June 10.

We have contacted both hospitals to make sure they are prepared to pay everyone correctly. We unfortunately have heard reports that some Nurses' paychecks reflect incorrect wage increases. We immediately reported this to Stanford. ***Please make sure to check your paycheck.*** Below are some pointers on what to look for. We will also be sending out additional information soon on the new Precepting Differential and the Specialized Skills Incentive Payments, so keep an eye out for that.

In unity,

Colleen Borges

President, CRONA

What You Should See in Your Paychecks

Base Wage: *All CRONA Nurses* should receive a 4% increase in their base hourly wage rate.

This increase is retroactive to March 27, 2016. (This is because the contract provides that the 4% increase is effective at the start of the payroll period closest to April 1, 2016.) This means that, in addition to being paid for your hours worked this past pay period at an hourly rate that is 4% higher, you should also receive retroactive pay of that 4% differential for all other hours worked since March 27, 2016.

Steps: *New Hires* – any New Hire should be compensated at the Step 2 of the Clinical Nurse II wage rate.

Recent Hires – any Nurse who was in a Clinical Nurse I position on May 11, 2016, should be moved to Step 2 of the Clinical Nurse II wage scale, effective the first payroll period after ratification (payroll period beginning May 22).

For any Nurse hired on or before May 11, 2016, the Nurse's Salary Review (Step Increase) Date that was previously scheduled to occur during calendar year 2017 shall be accelerated by 6 months. This does not affect any currently scheduled salary step increase dates in 2016. Here are some examples of how this works:

Example A: If your salary step increase date was scheduled for May 1, 2017, under this acceleration provision, it will occur and you will receive step increase for which you would have been eligible, on November 1, 2016.

Example B: If your salary step increase date was scheduled for January 1, 2017, it will occur July 1, 2016.

Example C: If your salary step increase date is scheduled for August 1, 2016, and the following step increase date would be August 1, 2017, you will have a salary step increase date on August 1, 2016, and on February 1, 2017.

Relief: *Limited, A and B Relief Nurse* differential increases to \$10; *Relief C and D* increase to \$7.50 per hour.