



Committee for Recognition of Nursing Achievement

Representing Nurses at Lucile Packard Children's Hospital and Stanford Hospital and Clinics

June 10, 2016

Dear CRONA Lucile Packard Children's Hospital Nurses:

We are writing to make sure you know what to look for in today's paycheck and in future paychecks. If you have any questions about your paycheck or about whether you are eligible for upcoming incentive payments and differentials, please do not hesitate to contact CRONA. We are doing everything possible to make sure Nurses get the full benefit of our new contract.

In unity,

Colleen Borges

President, CRONA

What to Look For in Today's Paycheck

Base Wage: *All CRONA Nurses* should receive a **4% increase** in their base hourly wage rate, and this increase should be reflected in today's paycheck.

To check this (assuming you have not received a step increase in the last month), please compare your hourly wage rate from early May to the wage rate reflected on today's paycheck. If your current wage rate is not 104% of your previous rate, let us know.

Retro Pay: The 4% base wage increase is retroactive to March 27, 2016. You should receive this retroactive pay in today's paycheck.

Relief: *Limited, A and B Relief Nurse* differential increases to \$10; *Relief C and D* increase to \$7.50 per hour. These differentials should be in effect. If you are not receiving a differential, please let CRONA know.

Weekend: *All Nurses* working weekends should be receiving an increased differential of \$3.00 per hour.

Accelerated Step Increases

For any CN II, III or IV, Steps 2-7, hired on or before May 11, 2016, your Salary Review (Step Increase) Date scheduled for calendar year 2017 will be accelerated by 6 months. If you already have a scheduled 2016 salary step increase, it will not be affected. This is an accelerated increase for everyone, but it will occur at different times for each Nurse, given Nurses' different salary review dates. 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.

What to Look For in Your June 24 Paycheck

Incentive Payment: *For Nurses who obtain and/or maintain advanced and specialized skills and work in units that assign Nurses to use that skill*, you should receive the first half of annual incentive payment in your June 24 paycheck. The annual incentive payment is \$3,000 for a full-time eligible nurse, with payments prorated for part-time eligible Nurses based on commitment levels.

CN I to II: *Recent Hires* – any Nurse who was in a Clinical Nurse I position on May 11, 2016 – should have been moved to Step 2 of the Clinical Nurse II wage scale effective May 22, 2016. The hospital has notified CRONA that it intends to reflect the pay scale increase only in the June 24, 2016 paycheck, and will also provide retroactive pay at that time (going back to May 22, 2016). CRONA has not agreed to this delay, but June 24 is the *latest* that you should receive this increase. Please make sure to check your paycheck.

What to Look For in Your August 5 Paycheck

Longevity Steps: *For Nurses with 10.5 years and more of continuous employer service* and who have met the requirements of Step 8, you should receive longevity step increases effective July 17 (reflected in your August 5 paycheck):

- Step 9, after 10.5 years of continuous employer service, at 1% above Step 8
- Step 10, after 15 years of continuous employer service, at 2% above Step 9
- Step 11, after 20 years of continuous employer service, at 2% above Step 10
- Step 12, after 25 years of continuous employer service, at 1% above Step 11
- Step 13, after 30 years of continuous employer service, at 1% above Step 12

Differential: *Nurses working as Preceptors* will be paid a premium of \$2.50 per hour for all hours worked as an assigned Preceptor, effective July 17. (More on this new precepting differential soon!)