

June 10, 2016

Dear CRONA Stanford Hospital & Clinics Nurses:

Today is another payday and we are writing to make sure you know what to look for in your paycheck. The hospital continues to make significant errors in implementing the negotiated pay increases, and CRONA is actively following up on each and every error. We also have a dispute with the hospital regarding when the retroactive pay owed to all Nurses will be paid. We will keep you posted.

In unity,

Colleen Borges

President, CRONA

What You Should See in Your Paychecks and When

Base Wage: *All CRONA Nurses* should already have received a **4% increase** in their base hourly wage rate. To check this, if you have not had a step increase in the last month, please compare your hourly wage rate from early May to your current wage rate. If your current wage rate is not 104% of your previous rate, let us know.

Step 9 & 10 Nurses: The hospital notified us that it incorrectly calculated pay rates for Nurses at Steps 9 and 10. Correct wage rates should be reflected on today's (June 10) paycheck. These Nurses should also receive separate checks for the underpayment, which should be received no later than July 1 (according to the hospital). CRONA has told the hospital this pay should be provided sooner.

Retro Pay: The 4% base wage increase is retroactive to March 27, 2016. The hospital has notified CRONA that it intends to pay retroactive pay on July 1. CRONA has not agreed and is disputing the hospital's delay in providing retroactive pay.

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

Steps: *Recent Hires* – any Nurse who was in a Clinical Nurse I position on May 11, 2016, should already have been moved to Step 2 of the Clinical Nurse II wage scale. Please let us know if you were a CN I and were not advanced to CN II, Step 2.

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. The first half of the payment is to be paid in the payroll period following June 1.

What to Look For in Your August 5 Paycheck

Step 7 to 8: *Any Nurse at Step 7* who has been at Step 7 for 2 years and has 4 years of continuous employer service, will be moved to Step 8 effective July 17. This step increase should be reflected 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!)