

## UCMC is working toward a fair and fast agreement that allows us to retain and recruit the best RNs in the region.

The real work of reaching a contract can only be accomplished at the bargaining table.

UCMC is committed to continuing our good-faith negotiations with NNU.

We have already reached a number of tentative agreements and we want to maintain this positive momentum.

We must continue to find common ground to meet the needs of our nurses, the patients who rely on us for care, and the communities we serve.

**Next bargaining dates:**  
March 5 and March 12

**Learn more:**

[www.ucmcnurses.org](http://www.ucmcnurses.org)

Our latest offer includes **15.3% in guaranteed wage increases in addition to step increases and other differentials.**

- Annual raises of 4.5%, 3.66%, 3.33%, 3% over 4-year CBA, above and beyond our top-of-the-market salaries
- \$500 certification & recertification bonuses (up to 2x a year)
- 6% increase in IHR rates; maintain or freeze current interim hourly differentials while creating higher minimum rates

We're offering to expand our **market-leading tuition benefits**, making this perk available sooner — to more nurses — while enhancing reimbursement for the most advanced degrees.

- New school network offers top-tier support, a variety of degrees, multiple education formats, and 100% tuition coverage for full-time RNs
- Direct billing saves RNs from making out-of-pocket payments
- New CRNA program lets RNs learn full time, stay on IHR, and come back to CRNA jobs after graduation

We're committed to **safe staffing** that's good for patients and nurses.

- Add unassigned charge nurses throughout Mitchell Hospital
- Add adult ED staff dedicated to providing RN meal break relief
- Limits on floating per shift
- New electronic tracking by unit, nurse, and charge qualifications to ensure fair floating
- More direct-care nurses on the Patient Acuity Committee to make sure RN's voices are heard in staffing decisions

We're offering to **maintain the current cost-sharing percentages of insurance premiums for the life of the contract.**

- Memorialize language on paid parental leave
- RNs can take Juneteenth as personal holiday

**Both sides have already reached a number of key agreements.**

- ✓ New SANE and L&D Scrub teams, which give RNs specialized training and extra compensation
- ✓ Workplace violence prevention programs and process
- ✓ 5-minute grace period for clocking in
- ✓ Straight pay in lieu of comp time for salaried RNs; ability to use banked time for approved vacation, sick/medical leave
- ✓ Earlier uniform vouchers
- ✓ Faster transfers
- ✓ Updated preceptor pay practices, even for salaried RNs
- ✓ New, convenient NNU meeting space
- ✓ Enhanced bereavement leave