

Article 22 – Wages

A. Pay – RN/LPN/APRN

1. FY2023. Effective the first payroll period in FY2023, RN/LPN/APRN bargaining unit employees will receive a three percent (3%) pay range increase and will be eligible for a step increase.
2. FY2024. Effective the first payroll period in FY 2024, RN/LPN/APRN bargaining unit employees, will receive a three percent (3%) increase and will be eligible for a step increase.
 - a. If the average wage increase for non-bargaining unit staff positions for FY2024 is more than 5% (excluding job specific market adjustments), bargaining unit employees will receive an additional increase to the range that is equal to the difference between the average wage increase for staff and 5%.
3. FY2023 and FY2024. Employees not eligible for a step increase because they have reached the maximum step will get a lump sum bonus equal to two percent (2%) of the employee's total compensation for the prior fiscal year, payable in the first payroll of October 2022 and October 2023.

B. Pay – Nurses covered by the Operating Room Agreements, dated 7/8/2021.

1. FY2022. Effective on June 27, 2022, bargaining unit employees covered by the Operating Room Agreement will have an hourly rate that is the greater of the following two options:
 - a. The hourly rate based on the wage table in effect on December 1, 2021, plus six dollars (\$6) an hour;
 - OR –
 - b. The hourly rate based on the current applicable wage table for all other nurses, incorporating the general increases in Section 22(A), above.
2. FY2023 – FY2024. Effective with the first full payroll period in the new fiscal year, bargaining unit employees covered by the Operating Room Agreement will have an hourly rate that is the greater of the following two options:

- a. The hourly rate based on the wage table in effect on December 1, 2021, plus six dollars (\$6), in addition to any applicable annual step increases;

OR –
- b. The hourly rate based on the current applicable wage table for all other nurses, incorporating the general increases in Section 22(A), above.

C. Lateral Job Change

A lateral change is when a bargaining unit employee moves from one job to another in the same pay range. A lateral transfer will result in no salary change.

D. Promotion

Except as provided in Section D and I below, a promotion occurs when a bargaining unit employee accepts a position in a higher salary range. To determine her/his new salary, the bargaining unit employee will be placed in the new range based on the same step he/she maintained in the lower range.

E. LPN to RN Promotions

For purposes of being placed on a step in the salary range, bargaining unit LPN's who attain RN licensure will be credited with one-half year of credit for each year of LPN experience. LPN's who have attained their RN licensure since July 2003 will receive similar treatment.

F. Demotion

A demotion occurs when a bargaining unit employee voluntarily or involuntarily accepts a position in a lower salary range. To determine her/his new salary, the bargaining unit employee will be placed in the new range based on the same step she/he maintained in the higher range. This provision does not apply to layoffs under Article 16.

G. Hiring Guidelines (External Hires; Internal see Sections C, D, E, and I)

- 1. Criteria
 - a. Each step equals one (1) year of experience
 - b. Step 1=<1 year experience, Step 2=1 year experience, Step 3=2 years, etc.
- 2. Criteria Definitions
 - a. All work experience in a position requiring Registered Nurse or LPN licensure will count toward experience crediting.

- b. Experience credit is determined by adding up all the years and months of applicable experience.
- c. Any time less than six months is rounded down to the step, and time = to or over is rounded up to the next step. Previous step or salary is not a consideration to step placement.
- d. An individual rehired who has been gone from the organization for more than 12 months will be considered a new hire unless s/he is a recall from a layoff.
- e. Only previous RN and LPN experience will be considered for RN positions.
- f. All previous RN and LPN experience will be considered for Clinical Nurse Specialist positions.
- g. All previous RN and LPN experience will be considered for Nurse Educator positions.
- h. LPN experience for RN positions will be based on the formula in Section E above.
- i. Nurse Practitioner (NP), Neonatal Nurse Practitioner (NNP) and Certified Nurse Midwife (CNM) will have previous RN experience credited as follows: one step for every two years of previous RN experience.

H. New Registered Nurse Bonus Program

Annually the Hospital and VFNHP shall meet and negotiate over a New Registered Nurse Bonus Program (External Hires). No such program will be implemented without agreement by the VFNHP.

I. Special Pay Practices for Exempt Nurses

An exempt nurse is eligible for additional compensation when he/she works an approved extra shift in his/her primary job or as a staff nurse. Extra shifts will be compensated according to the following Exempt Special Pay (ESP) rules:

1. For purposes of this Section, Hours Worked includes all hours scheduled and actually worked. It includes all regularly scheduled and ESP hours, but it does not include CTO hours and other non- worked hours such as Jury Duty or Bereavement Leave. It also does not include hours worked beyond a regularly scheduled, exempt shift.
2. If the Hours Worked (as defined by H(1) above) total 80 hours or less in a pay period, the pay for any ESP hours will be at the employee's regular rate of pay.

3. If the Hours Worked (as defined by H(1) above) exceeds 80 hours in a pay period, the pay for the ESP hours in excess of 80 hours will be paid at one and one half times the employee's regular rate of pay.
4. Compensation for ESP extra shift(s) will be based on actual hours worked. Hours worked will be recorded by the employee in a unit- based Kronos exception log book.
5. ESP shifts will be eligible for all shift differentials as noted in Article 23 of the CBA, with the exception of float and resource differentials.
6. Exempt nurses are eligible for on-call pay and holiday pay (if required to work on the holiday) in accordance with the CBA.
7. A non-bargaining unit, non-management exempt employee who wishes to pick up a shift as a staff nurse may do so under the provisions of the Exempt Special Pay practices. For purposes of calculating the rate of pay, the employee will be assigned a secondary position (an RNII, bargaining unit position) and will be placed on the appropriate step based on his/her years of experience. (Following the rules for step placement in the CBA.)
8. Effective with the first full payroll period in FY23, exempt RNs are eligible for urgent pay if they satisfy all of the other requirements in Article 19.

J. Internal Promotion from RN to NP/NNP/CNM

For purposes of being placed on a step in the salary range, bargaining unit RNs who are promoted to an NP, NNP, or CNM position will be credited with one-half year of credit for each year of RN experience. If the salary of the resulting step is less than the bargaining unit employee was earning as an RN, then the bargaining unit employee will be placed into a step in the NP, NNP, or CNM salary range which is closest to his/her current rate of pay as an RN without decreasing the current rate.