

AN UPDATE FROM THE SHC AND LPCH BARGAINING TABLE

(Including Information from CRONA's March 20 Side-by-Side)

	CRONA	Did You Know?
PNDP	"Make the PNDP accessible to more Nurses."	<ul style="list-style-type: none">✓ The Hospitals' proposal provided an avenue for <u>all ADN and Diploma Nurses</u> to reach Clin III status under the PNDP, subject to certain service requirements.<ul style="list-style-type: none">○ Currently ADNs and Diploma Nurses do not have access to the PNDP - <i>at all</i> - unless they are one of the fewer than 20 Nurses on a current BSN Waiver or are enrolled in a BSN program.✓ The Hospitals' proposal also provided a pathway to Clin IV for ADNs and Diploma Nurses who elect to pursue their BSN.✓ The Hospitals' proposal added point categories and enhanced the ability of Nurses to get points for volunteer activities.✓ After six exchanges of proposals, CRONA never accepted the BSN point adjustments, service requirements or other changes the Hospitals indicated were necessary to the inclusion of ADN and Diploma Nurses noted above.



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Retiree Medical Benefits	<p>“Significantly increase the Health Reimbursement Account benefit to cover a large portion of what Nurses will need to pay for health insurance during retirement.”</p>	<ul style="list-style-type: none"> ✓ The Hospitals increased the Part D Benefit by 50% and 75% (depending on age) as part of the last round of negotiations in 2022. ✓ In contrast, 78% of 184 surveyed* health care organizations offer <u>NO</u> pre-Medicare retiree health coverage. ✓ At another 8% of those 184 organizations, the retiree pays 100% of the cost. <p style="text-align: right;"><small>* 2024 AON Survey</small></p>																				
Reduced Commitment Proposal	<p>“Increase the number of part-time positions that the hospitals are required to post” from 20% to 30% in order to make Nursing more sustainable and keep Nurses from leaving.</p>	<ul style="list-style-type: none"> ✓ LPCH and SHC’s turnover rates demonstrate that our nurses choose to come and stay. <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Calendar Year</th> <th>LPCH</th> <th>SHC</th> <th>Benchmark</th> </tr> </thead> <tbody> <tr> <td>2021</td> <td>8.7%</td> <td>11.3%</td> <td>27.1%</td> </tr> <tr> <td>2022</td> <td>9.45%</td> <td>10.6%</td> <td>22.5%</td> </tr> <tr> <td>2023</td> <td>6.84%</td> <td>7.6%</td> <td>18.4%</td> </tr> <tr> <td>2024</td> <td>5.97%</td> <td>6.6%</td> <td>Not Yet Available</td> </tr> </tbody> </table>	Calendar Year	LPCH	SHC	Benchmark	2021	8.7%	11.3%	27.1%	2022	9.45%	10.6%	22.5%	2023	6.84%	7.6%	18.4%	2024	5.97%	6.6%	Not Yet Available
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