

**Highlights of the Tentative Agreement**  
**April 1, 2011**

1. Retroactive wage increase of 4% is effective for all nurses, including Relief nurses, from the start of the pay period closest to March 31, 2010 through February 6, 2011 for all nurses who are employed as of the date of ratification.
2. Relief nurse differential increased one dollar (\$1) an hour and retroactive as above.
3. Wage increases:
  - 4% increase for all nurses as of April 1, 2011.
  - 4% increase for Clinical Nurses I-IV as of April 1, 2012.
  - 2% increase for Staff Nurses III and IV as of April 1, 2012.
4. Discipline as pertaining to PDNP:
  - Demotion from CN III or IV only after two written warnings or one higher level of discipline (e.g. Final Written Warning, suspension) in a rolling 12 month period.
5. Educational Assistance:
  - Bring LPCH and SHC contract provisions into alignment by increasing LPCH assistance from \$500 to \$1000 and by expanding SHC provision to allow nurses reimbursement as provided in LPCH contract.
6. All of CRONA's arbitration requests since 03/31/2010 will be honored by the hospitals.
7. PDNP:
  - a. Expanded certifications for non-BSN SN III and IV's may be used to apply for PDNP.
  - b. Exemption from certification for non-BSN SN III and IV nurses with 20 or more years service.
  - c. CRONA'S input for the Initial PNDP Selection Panel members improved.
  - d. **No changes to PNDP during the life of this contract.**

More details will be forthcoming online and at upcoming information meetings.

First schedule of membership meetings:

- Sunday, April 3, 7:30 am, LPCH Auditorium
- Sunday, April 3, 10 am, LPCH Auditorium
- Sunday, April 3, 1 pm, LPCH Auditorium
- Sunday, April 3, 3:30 pm, LPCH Auditorium
- Sunday, April 3, 5 pm, LPCH Auditorium

The tentative agreement was reached after office hours on Friday, April 1, 2011 and the room scheduling system for the hospital is down. CRONA and the hospital are trying to locate meeting rooms.

We plan to hold membership meetings throughout the day Monday, Tuesday and Wednesday. We will inform you of the times and places as soon as we are able to reserve rooms.

We encourage you to attend the Sunday meetings.

Thank you,  
*The CRONA Executive Board and Negotiation Committee*