

CAMBRIDGE HEALTH ALLIANCE

publication of

Massachusetts
Nurses
Association

MNA

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MASSACHUSETTS NURSES ASSOCIATION

March 7, 2013

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The ETA on your TA

You will receive a copy of the tentative agreement (TA) by mail in the next two weeks. That mailing will also include the date and time of the ratification vote for this agreement.

Tentative Agreement Reached!

Step freezes avoided, equity maintained for all

Following two consecutive days of contract negotiations specific to the issue of wages, we reached a tentative contract agreement with hospital management.

Steps, Equity, and Protecting our Future: It is important to remember that throughout these years of negotiations, we were able to protect our existing wage scale — something no other union in the system was able to achieve. No frozen steps, no disappearing wage increases. **As a result, those nurses below the top step have been receiving a pay increase of 4.5 percent each year since the contract expired.**

RNs at the top, however, haven't seen a pay increase in nearly three years ... because there was *nowhere* to go. As a result, the new step at the top, combined with the protection and improvement of our existing wage scale, is good for all of us and provides us with equity and a secure future.

Specific details of the agreement include:

- Effective March 31, 2013 steps 1 & 2 will be eliminated and nurses on those steps will move up to step 3.
- Effective March 31, 2013 a new step will be added to the top of the scale at a 4.5 percent increase. Any RN who has been at the top step for a year or more will move immediately to the new top step on 3/31/13.

How We Got There: Throughout negotiations, we offered numerous proposals to management that took aim at wages from a variety of angles (i.e., modest ATB increases for all vs. smaller ATB increases for all; retroactivity vs. reduced percentages of retroactivity). It became clear during these last two sessions, however, that these proposals were nonstarters, so we agreed to shift our approach slightly and focus on equity.

Other Items: All previously agreed upon items remain in place and will be included in the tentative agreement.

Retiree Health: Management still maintains their proposal of a 50/50 split for current employees, but your union leaders are actively working to develop a counter proposal that will maintain a high quality benefit for our members. The next negotiation session specific to this issue is scheduled for March 26 at Somerville Hospital; members are encouraged to attend. Speak with your local union rep to RSVP.