



NURSING STAFFING AND NEGOTIATIONS: IMPORTANT UPDATE 6-8-21

Tuesday, June 8, 2021, McLaren Macomb presented OPEIU with a mediator concept proposal (referred to as the “offer”) to settle the contract that includes an “all-in” investment from the Hospital for improving wages and staffing for our nurses. We have been in negotiations for more than 4 months and both sides have worked hard to reach agreement on higher wages and better staffing. We believe this is the absolute best offer that the Hospital will provide the union during negotiations and the offer is expiring **June 30**.

The Hospital has committed more money and staffing in its latest offer that added an additional **\$1,000.00 nurse appreciation bonus, for a total bonus of \$3,000.00** for eligible RNs after ratification. As we all know, there are realistic limitations to what can be done during contract negotiations. We have reached our limit with an offer to the union that provides a two more increases for 2021, totaling 9% including the raise RNs received in March; additional 3% year over year through 2024; and improved staffing. The Hospital also offered to create a process to provide market increase and other bonuses based on the market mid-contract to help eliminate recruitment and retention issues in the future. If the offer is not ratified by June 30, the employer’s offer will revert to the previous Hospital proposal of May 3, 2021, which does not include the wage or staffing improvements offered today.

Even with this offer that rewards nurses with higher pay and better staffing, we know that we still have work to do to address staffing concerns, make operational improvements and create a better working environment. We are committed to doing just that over the upcoming months to make McLaren Macomb the employer of choice for you and new nurses. We will continue to use our committees and labor/management meetings to make your world better. We have heard from our nurses who are represented by the union that they want the negotiation process to be over and they want a contract without a strike. We agree. It’s time you have the opportunity to vote on what is likely our best offer.

Below are the highlights of our concept offer to settle the contract by June 30, 2021:

- **Significant Wage Increases:** 3 separate wage increases for 2021, including the raise you received in March. Total of 15% wage increases over the next four years and reduced 3 steps in the wage scale by October 2021.
 - **Increases upon Ratification**, Elimination of the starting wage and Step 1, with the RNs at those steps jumping two steps to the new starting wage and new Step 1. All other full and part time RNs will receive an increase a **3%** percent increase to their base wage
 - **Increases in October 2021** Elimination of Step 14, with the RNs at that step jumping two steps to the new top of scale. All other full and part time RNs will receive an increase a **3%** percent increase to their base wage.
 - **Increases in October 2022, 2023 and 2024:** Starting wage will be moved to the next step and a new top step will be added to ensure increases to their base wage. Also, all full and part time RNs will receive an increase equal to 3% percent increase to their base wage for each year.

- **Contingent (Casual) Flat Rate of Pay:** Contingent RN pay increases will be increased by **3% percent** for each year of the contract.
- **Nurse Appreciation and Ratification Bonus:** **\$3,000.00** bonus after ratification for full time, part time nurse and those Contingents that average at least 24 hours per pay period, only if ratified by June 30, 2021.
- **Pull Pay:** Increased by \$1.00 to **\$3.50**
- **Shift Rotation/Weekend Incentive Increases:** Top of Scale or Additional \$5.00.
- **Staffing Improvements:**
 - **Special Care Nursery:**
 - 1-3 patients = 2 RNs, with the possibility of being assigned to FBC or being placed on call only for the shift.
 - **CSU**
 - 33-35 patients = 10 RNs for days; 8-9 RNs for night
 - **3 South/4 South**
 - 16-20 = 4-5 RNs for nights;
 - 21-25 = 5-6 RNs for nights;
 - 26-32 patients = 7-8 RNs for days; 6-7 RN for nights
 - 33-37 patients = 8-9 RNs for days; 7-8 RN for nights
 - 38-42 patients = 9-10 RNs for days; 8-9 RNs for nights
 - **Inpatient Rehab**
 - 1-10 = 2 RNs;
 - 11-15 = 2-3 RNs;
 - 16-18 = 3-4 RNs
 - **OBS**
 - 0-10 patients = 2 RNs;
 - 11-15 patients = 2-3 RNs;
 - 16-20 patients = 3-4 RNs;
 - 21-26 patients = 4-5 RNs;
 - 27-32 patients = 5-6 RNs;
 - 33-35 patients = 6-7 RNs;
 - **Emergency Department:**
 - 1101-1500 = 15 M-F; 14 Sat/Sun;
 - 1501-1900 = 17 M-F; 16 Sat/Sun
 - 1901-2300 = 16
 - **Step Down:**
 - 0-6 patients = 2 RNs
 - >6 patients = 2-3 RN

As we have said, the past year has created many challenges. We support our nurses. We support patient care. We are committed to investing in you and our patient care. You have the right to encourage your union to reach a tentative agreement and bring this offer to you for a vote. You have a right to decide for yourself if the offer is right for you. We do not want to leave money on the table, ask your union to do the same. **It is very important that you know that if you want this proposal, employees should tell their union representatives they want to vote on or before June 30, 2021.** Make sure your voice is heard.



Dr. Julia M. Libcke RN, DNP, CRRN, NEA-BC
 Chief Nursing Officer
 McLaren Macomb

McLaren Macomb
RN Wage Analysis

Supposal 6/8/21

Current Step	New Rates			Ratification			Oct-21			Oct-22			Oct-23			Oct-24		
	2	3	4	3	4	5	3	4	5	3	4	5	3	4	5	3	4	5
Step 2	\$ 30.06	\$ 30.51	\$ 31.11	\$ 30.82	\$ 31.43	\$ 31.74	\$ 31.12	\$ 31.44	\$ 31.44	\$ 31.44	\$ 31.44	\$ 31.44	\$ 31.44	\$ 31.44	\$ 31.44	\$ 31.44	\$ 31.44	\$ 31.44
Step 3	\$ 30.60	\$ 31.11	\$ 31.87	\$ 31.43	\$ 32.05	\$ 32.37	\$ 31.74	\$ 32.06	\$ 32.06	\$ 32.06	\$ 32.06	\$ 32.06	\$ 32.06	\$ 32.06	\$ 32.06	\$ 32.06	\$ 32.06	\$ 32.06
Step 4	\$ 31.63	\$ 32.89	\$ 33.93	\$ 32.05	\$ 32.99	\$ 33.09	\$ 32.37	\$ 32.69	\$ 32.69	\$ 32.69	\$ 32.69	\$ 32.69	\$ 32.69	\$ 32.69	\$ 32.69	\$ 32.69	\$ 32.69	\$ 32.69
Step 5	\$ 32.64	\$ 33.93	\$ 34.95	\$ 32.99	\$ 34.03	\$ 34.14	\$ 33.09	\$ 33.14	\$ 33.14	\$ 33.14	\$ 33.14	\$ 33.14	\$ 33.14	\$ 33.14	\$ 33.14	\$ 33.14	\$ 33.14	\$ 33.14
Step 6	\$ 33.68	\$ 34.95	\$ 35.99	\$ 33.93	\$ 35.05	\$ 35.15	\$ 33.09	\$ 34.24	\$ 34.24	\$ 34.24	\$ 34.24	\$ 34.24	\$ 34.24	\$ 34.24	\$ 34.24	\$ 34.24	\$ 34.24	\$ 34.24
Step 7	\$ 34.68	\$ 35.99	\$ 36.97	\$ 34.95	\$ 36.10	\$ 36.20	\$ 34.14	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25
Step 8	\$ 35.72	\$ 36.97	\$ 38.01	\$ 35.99	\$ 37.07	\$ 37.18	\$ 35.15	\$ 36.30	\$ 36.30	\$ 36.30	\$ 36.30	\$ 36.30	\$ 36.30	\$ 36.30	\$ 36.30	\$ 36.30	\$ 36.30	\$ 36.30
Step 9	\$ 36.72	\$ 38.01	\$ 39.05	\$ 36.97	\$ 38.08	\$ 38.19	\$ 36.20	\$ 37.29	\$ 37.29	\$ 37.29	\$ 37.29	\$ 37.29	\$ 37.29	\$ 37.29	\$ 37.29	\$ 37.29	\$ 37.29	\$ 37.29
Step 10	\$ 37.73	\$ 39.05	\$ 40.09	\$ 38.01	\$ 39.15	\$ 39.22	\$ 37.18	\$ 38.39	\$ 38.39	\$ 38.39	\$ 38.39	\$ 38.39	\$ 38.39	\$ 38.39	\$ 38.39	\$ 38.39	\$ 38.39	\$ 38.39
Step 11	\$ 38.73	\$ 40.09	\$ 41.13	\$ 39.05	\$ 40.22	\$ 40.32	\$ 38.19	\$ 39.58	\$ 39.58	\$ 39.58	\$ 39.58	\$ 39.58	\$ 39.58	\$ 39.58	\$ 39.58	\$ 39.58	\$ 39.58	\$ 39.58
Step 12	\$ 39.74	\$ 41.13	\$ 41.96	\$ 40.09	\$ 41.29	\$ 41.43	\$ 39.22	\$ 40.40	\$ 40.40	\$ 40.40	\$ 40.40	\$ 40.40	\$ 40.40	\$ 40.40	\$ 40.40	\$ 40.40	\$ 40.40	\$ 40.40
Step 13	\$ 40.54	\$ 41.96	\$ 43.67	\$ 41.13	\$ 42.98	\$ 43.33	\$ 40.32	\$ 41.53	\$ 41.53	\$ 41.53	\$ 41.53	\$ 41.53	\$ 41.53	\$ 41.53	\$ 41.53	\$ 41.53	\$ 41.53	\$ 41.53
Step 14	\$ 41.55	\$ 43.67	\$ 44.98	\$ 41.96	\$ 44.98	\$ 46.33	\$ 41.43	\$ 42.72	\$ 42.72	\$ 42.72	\$ 42.72	\$ 42.72	\$ 42.72	\$ 42.72	\$ 42.72	\$ 42.72	\$ 42.72	\$ 42.72
Step 15	\$ 42.19	\$ 44.98	\$ 46.33	\$ 43.67	\$ 46.33	\$ 47.72	\$ 42.98	\$ 44.15	\$ 44.15	\$ 44.15	\$ 44.15	\$ 44.15	\$ 44.15	\$ 44.15	\$ 44.15	\$ 44.15	\$ 44.15	\$ 44.15

Note: Any RN at Step 9 and higher will progress one step diagonally each year until they reach the top of scale (Step 15) and then they will move laterally through the scale at Step 15
 Note: Any RN at Step 15 will move laterally through the wage scale

Reg Nurse Contingent A	\$ 42.90	\$ 43.98	\$ 45.08	\$ 46.20	\$ 47.36	\$ 48.54
Reg Nurse Contingent B	\$ 42.40	\$ 43.46	\$ 44.55	\$ 45.66	\$ 46.80	\$ 47.97
Reg Nurse Contingent C	\$ 42.90	\$ 43.98	\$ 45.08	\$ 46.20	\$ 47.36	\$ 48.54
Reg Nurse Contingent D	\$ 42.40	\$ 43.46	\$ 44.55	\$ 45.66	\$ 46.80	\$ 47.97