

Economic Proposal #19: New Base Wage Scale

The below new wage scale and compensation system is proposed to address the staffing and retention needs of both hospitals, while providing wage increases for greater years of experience. As a result, as part of this new wage scale, the Hospital proposes to sunset the extra shift and critical shift differentials at a time to be determined later by the hospital. The hospital will provide 30 calendar days notice and will bargain over the effects prior to the aforementioned changes. In order to determine an RN's new base hourly rate for RNs employed as of the date of ratification, the Hospital identified the current base hourly rate, plus 1.5% HMH recognition bonus effective 5/17/2020; increased by 3%, add in current pay components (including, float pool, BSN, MSN, Certification and C.A.R.E.), less new \$5 float pay and per diem pay component, if applicable. The Hospital then compared the result from the above to the new wage scale and took the greater of the two base hourly rates, which would become the RN's new 2020 base hourly rate. Finally, the Hospital then added in the new \$5 float or Per Diem pay component, if applicable.

*This new base wage rate is exclusive of the 1% or 1.5% HMH Recognition Pay Increase, which will be added onto the new base wage rates.

**An RN's years of international experience are not included.

Years of Experience**	Current RN Base Wage	New RN Base Wage*
0	\$28.63	\$37.26
1.	\$29.20	\$39.65
2.	\$29.79	\$40.05
3.	\$30.38	\$40.45
4.	\$30.99	\$40.85
5.	\$31.61	\$41.26
6.	\$32.24	\$41.67
7.	\$32.89	\$42.09

Years of Experience**	Current RN Base Wage	New RN Base Wage*
8.	\$33.54	\$42.51
9.	\$34.22	\$42.93
10.	\$34.90	\$43.36
11.	\$35.60	\$43.80
12.	\$36.31	\$44.24
13.	\$37.04	\$44.68
14.	\$37.78	\$45.12
15.	\$38.65	\$45.58
16.	N/A	\$46.03
17.	N/A	\$46.49
18.	N/A	\$46.96
19.	N/A	\$47.43
20.	N/A	\$47.90
21.	N/A	\$48.38
22.	N/A	\$48.86
23.	N/A	\$49.35
24.	N/A	\$49.85
25.	N/A	\$50.34
26.	N/A	\$50.85
27.	N/A	\$51.36
28.	N/A	\$51.87
29.	N/A	\$52.39
30.	N/A	\$52.91

APW

JSUMC Wage Scale: Nurse Clinician, Clinical Nurse Education Specialist and Nurse Anesthetist

	<u>M379</u> <u>M3791U</u> - Nurse Clinician	<u>M389-M3819U</u> - Clinical Nurse Education Specialist	<u>M390</u> <u>M3800U/</u> <u>M3801U</u> - Nurse Anesthetist*
YOE			
0	\$41.22	\$49.08	\$94.22
1	\$41.63	\$49.56	\$95.16
2	\$42.05	\$50.06	\$96.12
3	\$42.47	\$50.56	\$97.08
4	\$42.89	\$51.06	\$98.04
5	\$43.32	\$51.58	\$99.02
6	\$43.75	\$52.09	\$100.01
7	\$44.19	\$52.61	\$101.02
8	\$44.64	\$53.14	\$102.02
9	\$45.08	\$53.66	\$103.03
10	\$45.53	\$54.20	\$104.06
11	\$45.99	\$54.75	\$105.12
12	\$46.45	\$55.30	\$106.18
13	\$46.91	\$55.85	\$107.23
14	\$47.38	\$56.40	\$108.29
15	\$47.86	\$56.98	\$109.39
16	\$48.33	\$57.54	\$110.47
17	\$48.81	\$58.11	\$111.58

APW

18	\$49.31	\$58.70	\$112.70
19	\$49.80	\$59.29	\$113.83
20	\$50.30	\$59.88	\$114.96
21	\$50.80	\$60.48	\$116.11
22	\$51.30	\$61.08	\$117.26
23	\$51.82	\$61.69	\$118.44
24	\$52.34	\$62.31	\$119.64
25	\$52.86	\$62.93	\$120.82
26	\$53.39	\$63.56	\$122.04
27	\$53.93	\$64.20	\$123.26
28	\$54.46	\$64.84	\$124.49
29	\$55.01	\$65.49	\$125.74
30	\$55.56	\$66.14	\$126.98
Per Diem	See Per Diem Policy	See Per Diem Policy	\$130.00

***In addition, HMH proposes to update Side Letter 1 to read as follows:**

It is the intent of the Hospital to remain competitive in the local labor market. The Hospital and the Union agree to periodically review the rates of pay for Registered nurses at hospitals in our labor market (~~Monmouth~~ Monmouth/Ocean counties). The parties agree to discuss mutual concerns related to non-competitiveness. Increases in the rates of pay to a competitive level will only be made by mutual agreement between the Hospital and the Union. Given the particular volatility of the local labor market for the Nurse Anesthetist, however, the Hospital may periodically review and unilaterally adjust their rates of pay.

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Date: _____

Date: 7/1/2021

AR

New Wage Worksheet for Current RN's

Step #1: Current Base Rate						you
Base Hourly Rate	\$50.26	\$31.38	\$41.20	\$31.38	\$43.20	
1.5% HMH recognition (effective 5/17/20)	\$0.75	\$0.47	\$0.62	\$0.47	\$0.65	
Total Hourly Base Rate	\$51.02	\$31.85	\$41.82	\$31.85	\$43.84	
Step #2 Nurse's rate w/ merit, recognition, pay component roll						
Current Base Hourly Rate (line 4)	\$51.02	\$31.85	\$41.82	\$31.85	\$43.84	
Years of Experience (YOE)	26	5	19	5	31(30)	
2020 Merit increase (3%)	\$52.55	\$32.81	\$43.07	\$32.81	\$45.16	
Current Add On's:						
Float Pool	\$0.00	\$5.00	\$0.00	\$7.00	\$0.00	
BSN	\$1.50	\$1.50	\$0.00	\$1.50	\$1.50	
MSN	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Certification	\$2.75	\$0.00	\$0.00	\$0.00	\$2.00	
C.A.R.E.	\$3.00	\$0.00	\$1.00	\$0.00	\$0.00	
Total	\$7.25	\$6.50	\$1.00	\$8.50	\$3.50	
NEW Newly Adjusted Hourly (line 10)	\$52.55	\$32.81	\$43.07	\$32.81	\$45.16	
Plus current add-ons	\$7.25	\$6.50	\$1.00	\$8.50	\$3.50	
LESS NEW FLOAT or NEW PD	\$0.00	-\$5.00	\$0.00	-\$5.00	-\$5.00	
Total NEW Base Hourly Rate	\$59.80	\$34.31	\$44.07	\$36.31	\$43.66	
Step #3: Base rate comparison						
Total NEW Base Hourly Rate (line 23)	\$59.80	\$34.31	\$44.07	\$36.31	\$43.66	
or						
New Hourly Scale Base Rate	\$50.85	\$41.26	\$47.43	\$41.26	\$52.91	
Step #4 New Compensation for Nurse						
New Hourly Rate (the better of line 26 or 28)	\$59.80	\$41.26	\$47.43	\$41.26	\$52.91	
1.5% HMH recognition adjustment	\$0.00	\$0.62	\$0.71	\$0.62	\$0.79	
New NA Hourly	\$59.80	\$41.88	\$48.14	\$41.88	\$53.70	
Plus new Float or PD	\$0.00	\$5.00	\$0.00	\$5.00	\$5.00	
Plus MSN (\$2.50)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
TOTAL NEW Base Hourly Rate	\$59.80	\$46.88	\$48.14	\$46.88	\$58.70	
In addition (annual lump sum payment):						
New Certification FT (PT 50%)	\$2,500.00	\$0.00	\$0.00	\$0.00	\$0.00	
*New Clinical Ladder FT (PT 50%)	\$4,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00	
**New Additional Compensation:	\$6,500.00	\$0.00	\$1,000.00	\$0.00	\$0.00	

*Based on new Clinical Ladder program

CL Level 4

CL Level 2

**Based on meeting criteria of the new programs