

Crozer

“The nurses at Crozer have done it again!”

On Tuesday, June 3, 2008 the 747 registered nurses at **Crozer Chester Medical Center** voted overwhelmingly to ratify their new contract. The new agreement, negotiated by their fourteen-member negotiating committee of nurses elected to represent

their units and experienced staff from their union, the Pennsylvania Association of Staff Nurses and Allied Professionals, preserves Crozer nurses’ position as the **most highly compensated nurses** in the state of Pennsylvania. It also **drastically improves staffing** through the posting of 35 positions in key areas identified by Crozer nurses as short staffed.



Margie Lavelle, RN, and **Mary Caparros, RN** work in Crozer's maternity unit. They advocate for their patients at the bedside everyday, and they advocate for their patients through their union, the Pennsylvania Association of Staff Nurses and Allied Professionals.



Crozer Salary Scale

WITH FULL BENEFITS

(including weekend program)

Years of Experience	Current Wages	Effective 6/09/08	Effective 6/08/09	Effective 6/07/10
GN	\$28.58/hr	\$29.72/hr	\$30.91/hr	\$32.15/hr
Licensed	29.56	30.74	31.97	33.25
1	30.47	31.69	32.96	34.28
2	31.43	32.69	34.00	35.36
3	32.73	34.04	35.40	36.82
4	34.04	35.40	36.82	38.29
5	35.27	36.68	38.15	39.68
7	35.79	37.22	38.71	40.26
10	36.28	37.73	39.24	40.81
12	37.22	38.71	40.26	41.87
15	38.16	39.69	41.28	42.93
17	(new step)	40.69	42.32	44.01
20	44.24	46.01	47.85	49.76
22	45.59	47.41	49.31	51.28
24	46.32	48.17	50.10	52.10
28	(new step)	48.67	50.62	52.64
Weekend Program				
7 AM - 7 PM	48.69	50.64	52.67	54.78
7 PM - 7 AM	53.18	55.31	57.52	59.82

Experience Rewarded: Nurses at Crozer, like all nurses who have organized with PASNAP, not only receive yearly raises, but are also rewarded for their years of experience. For example: a nurse at Crozer with 15 years of experience is currently making \$38.16/hr. When the new contract goes into effect on June 9, 2008, she will be making \$39.69/hr. One year later she will receive a 4% raise, and be making \$41.28/hr. On June 7, 2010 she will again receive her annual 4% raise, and because she will then have 17 years of experience, she will receive an additional raise that will bring her to \$44.01/hr. Overall she will see a pay increase of \$5.85/hr. from her current wage to the end of the three year contract.

The new contract guarantees that nurses at Crozer will receive annual raises of at least 4%. Crozer nurses also receive additional pay increases for experience. The average nurse will see her salary increase 15% over the course of the three year contract.

Unlike nurses who work at hospitals where their experience is taken for granted, Crozer nurses have fought to make sure that dedicated nurses who spend their entire careers caring for others will be respected and rewarded.

Crozer nurses will continue to enjoy double time for the first eight hours of overtime in a pay period if they choose to pick up extra time, as well as time-and-one-half for the second shift if a nurse volunteers to stay over her shift and has less than 12 hours to rest before her next shift.

Safe Staffing

Everyone knows that one of the main reasons why nurses leave the profession is the dangerous understaffing in today's hospitals. Nurses at Crozer have attacked the problem head on. As a part of the new contract **Crozer's Administration has agreed to post 35 positions in key areas identified by the nurses as short staffed.**

Retirement Benefits

Nursing is back-breaking, emotionally draining work. Many nurses worry that they won't be able to make it to retirement age, but can't consider retiring early because they would have no access to health insurance. Crozer nurses have won the right to retire at age 60, **with access to health insurance for themselves and their spouses!** Crozer nurses who wish to retire at age 60 can continue on their health insurance plan, and Crozer will even pay half the premium for the nurse and her spouse!

How Do Crozer Nurses Do It?

By organizing with their co-workers and forming a strong professional union with PASNAP, Crozer RNs have secured a permanent voice at work.

Crozer nurses worked with PASNAP staff to inform the community about the issues in their contract negotiations. Postcards, like the one pictured below, went out to a list of over 2,000



Joe Scarpato, RN has been at Crozer for 21 years. He joined the nursing staff in the Operating Room four years ago. **Kathleen Stewart, RN** is a nurse currently working on the Telemetry unit caring for patients in need of constant cardiac monitoring. Kathleen has worked at Crozer for 15 years. Over 2,000 copies of this and other postcards were sent out to Delaware County and beyond to educate the public about the nurses' issues

political, media, and community leaders in Delaware County and beyond, educating the public about the nurses' issues.

As has been the case since Crozer nurses joined PASNAP in 2000, Crozer nurses lead the state in salaries and benefits. By standing together and standing up for patients and the nursing profession, Crozer nurses have won the respect and dignity that all nurses deserve.

Crozers nurses' benefits are guaranteed and cannot just be cut or taken away at management's discretion.

Can yours?

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Crozer nurses break
through again!

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about PASNAP.”**

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