

JANE DOE, RN

	Under 2015-2018 Contract	Under management's final proposal delivered 5/14/2019	Under Union's 2019-2022 proposal
RN for 11 years hired for a full-time position (72 hrs bi-weekly)	\$2,049.12 = \$28.46 hr.  Brought in at a 2:1 credit for her experience allows CRH to offer her a 5-year wage rate.	\$2,305.40 = \$32.02 hr.  Credit year/year for her experience allows CRH to offer her the 11 year rate. (An additional \$256.28 above current and union proposal)	\$2,049.12 = \$28.46 hr.  Brought in at a 2:1 credit for her experience allows CRH to offer her a 5-year wage rate.
Clinical Ladders RN II second year \$0.75/hr		+\$54	+\$54
She works nights and receives \$4.00 per hour every night she works.	+ \$288	+ \$288	+ \$288
She works every other weekend and receives \$1.50 for those 24 hours of work	+\$36	+\$36	+\$36
She acts as charge 2 shifts per week (48hrs) and receives a \$1.50 stipend	+\$72	+\$72	+\$72
Her Biweekly gross income is	\$2,445.12	\$ 2,755.40	\$2,499.12
She pays her portion of the insurance for her and her son	\$115.99 <small>(10/2016 plan year)</small>	\$125.45 <small>(10/2017&amp;2018 plan year)</small>	\$125.45 <small>(BU voted to accept for 12 months 10/2018)</small>
<b>GROSS TAKE HOME AFTER INSURANCE</b>	<b>\$2,329.13</b>	<b>\$2,629.95</b>	<b>\$2,373.67</b>
She gets 5 weeks of paid time off (PEP) per year. She also earns PEP while taking PEP and is still paid her night differential when she takes time off.	\$6,070.02  (Total PEP value with night differential earned during a year)	\$7,268.99  (Total Vacation/Holiday PEP & Sick PEP value with night differential earned during a year)	\$6,210.27  (Total PEP value with night differential & clinical ladder earned during a year)
PEP hours accrued may be rolled over into succeeding years.	560 hour cap of rollover	V/H PEP cap: 420 hours Sick PEP cap: 240 hours	560 hour cap of roller over
<b>YEARLY PAID &amp; EARNED TIME TOTALS</b>	<b>Salary: \$60,557.36</b> (2329.19 x 26 pay periods)  <b>PEP value: \$6,070.02</b> (187 hrs x 32.46)	<b>Salary: \$68,378.70</b> (2629.95 x 26 pay periods)  <b>PEP value: \$7,268.99</b> (72 hrs of sick PEP & 137.8 hrs of Vac/Hol PEP x 32.46)	<b>Salary: \$61,715.42</b> (2,373.67 x 26 pay periods)  <b>PEP value: \$6,210.27</b> (187 hrs x 33.21)