



Dimensions Healthcare System

CONTRACT PROPOSAL SUMMARY *for* NURSES

Contract Term

The contract would be in effect for three years from the date the contract is ratified.

Wages

DHS has offered a 6% increase over three years plus 3% - 5% step increases, as outlined in the expired contract, which equates to a total increase of 8% - 17%.

Long-Term Disability Coverage

Contractually increase to \$5,000/month from \$3,000/month coverage with no 75% employee premium payment, which has been DHS' practice.

Shift Cancellation

During low patient volumes, when there are no needs on other units because patient staffing is appropriate, DHS would like flexibility in the contract that permits the RN to take voluntary leave (either Paid-Time Off or leave without pay) or allows DHS to cancel the RN's shift within guidelines.

Staff Reassignment

DHS would like to provide qualified RNs with the opportunity to work on other units, when it's clinically similar and within their scope of practice, based on patient care needs, which can fluctuate daily.

Staffing

DHS would like to send staff home when patient volumes fail to meet census staffing levels as mandated in the expired contract.

Successorship Language

DHS would like to maintain the current contract language, which protects 1199SEIU-represented employees' contract, should DHS partner with another healthcare system and/or transition to the proposed regional medical center.

For additional information about DHS-1199SEIU contract negotiations, visit
www.dimensionsstateshefacts.org.

Service and Maintenance Contract Proposal Summary is on the Other Side