

Monterey County and MCRNA 2016 Negotiations Summary

On January 12, 2017, a Tentative Agreement was reached with the County of Monterey and MCRNA. MCRNA ratified this agreement on January 27, 2017. The Board of Supervisors approved this agreement on January 31, 2017.

Article	Description
Term	2/1/2017- 1/31/2020
Wages	<ul style="list-style-type: none"> • 2017- 1.5% effective first full pay period following Union ratification and BOS approval • 2017- 1.5% effective first full pay period in July, 2017 • 2018- 2% effective first full pay period in January, 2018 • 2018- 2% effective first full pay period in July, 2018 • 2019- 2% effective first full pay period in January, 2019 • 2019- 2% effective first full pay period in July, 2019 • Added reopener language stating that effective 7/1/18 in the event that the ACA is repealed and NMC and/or the Health Department experience significant impact to revenue, the County may request to meet and confer regarding the changed circumstances.
Call-Off	<ul style="list-style-type: none"> • Rearranged order of call off (applicable to all units at NMC including Mother Infant Unit) to reflect permanent employees on OT being called off second and agency/registry temps being third. • Added language to indicate if call order is not followed as listed, affected employee shall receive 4 hours of straight time. Applicable only to employees on 8, 10 or 12 hour shifts.
Overtime	Eliminated non-productive time in the overtime calculations. Overtime shall now be calculated in accordance with FLSA.
Special Pay Practices	<ul style="list-style-type: none"> • Eliminated the 10 Hour Break Rule • Amended language to change the eligibility of unscheduled shift premium for employees receiving less than 4 hours notice (from 8 hours). • Eliminated Intensive Care Unit nurses floating to the Emergency Department. • Added language to clarify that employees are entitled to a maximum of one certification pay only for both NMC and the Health Department. • Added Trauma Certified Registered Nurse (TCRN) issued by Board of Certification for Emergency Nursing (BCEN) to certification pay.
Benefits	<ul style="list-style-type: none"> • Status Quo for all three years of the contract.
Retirement	<ul style="list-style-type: none"> • Eliminated Retirement Sick Leave Conversion • Upon retirement, employees may cash out up to 750 hours
Hours of Work, Scheduling	Added language to indicate that employees who seek to rescind their overtime waivers shall automatically be deemed ineligible for any position requiring such a waiver and that management has sole discretion to schedule employees who rescind a waiver.
Holidays	Eliminated the fourth Friday in November (day after Thanksgiving) from eligibility for holiday pay (said day is still considered a County holiday but employees working on this holiday shall not receive overtime for their regularly scheduled shift).