

Big Win Enforces Wage Grid + Backpay

Parkview Registered Nurses Association (PRNA) has won a huge arbitration case.

A neutral arbitrator ordered AHMC to:

1. Re-calculate years of experience for each affected bargaining unit RN placed on the wrong step of the wage grid.
2. Put those RNs on the correct step.
3. Make all affected RNs whole by paying back what they lost—with interest.

It's expected this judgment will add up to a significant sum paid out by AHMC to our nurses.

Background on the Win

Our contract clearly stated that the date used to calculate years of RN licensure experience for placement on our wage grid would be the first full pay period following ratification. That date was February 20, 2020.

But AHMC chose instead to use September 1, 2019 to calculate years of experience—in violation of the contract.

That meant that RNs whose licensure date fell between 9/1/19 and 2/20/20 were placed by AHMC a step below where they belonged.

This cost them a step and the higher wages that came with that extra step—until we won it back for them.

When We Stand Together, We Win

This is a fantastic win and demonstrates the collective efforts of our members, our union bargaining team, PRNA officers and UNAC/UHCP.

A special thank you to PRNA Vice President and bargaining team member Norma Biagi, RN, who testified for our union at the arbitration hearing.



Norma Biagi, RN

THIS COULD BE THE FIRST ARBITRATION WIN OF MANY

Our contract is a legal document. AHMC must follow our contract to obey the law.

We will continue to protect and enforce our contract. We have multiple other issues we're prepared to take to arbitration if necessary—where we'll win again and again.

We'd prefer that AHMC do the right thing. If they don't, we'll do what it takes to protect our voice in the workplace.

