

The NYSNA Difference



When nurses are represented by NYSNA, they bargain collectively with administration over their salaries, benefits and working conditions. Nurses have a lot more power when they bargain collectively with administration than when they individually ask their nurse managers for a raise or increased staffing levels. When nurses bargain collectively and reach agreement with administration, the agreement becomes a legally binding contract that provides guarantees and can't be changed at the whim of administration. If you reach agreement to receive a raise every June 1, as an example, you will receive a raise every June 1. No more randomness with a union contract.

NYSNA nurses at Northwell/ Staten Island University Hospital and Northwell/ South Shore University Hospital have won excellent pay and benefits and have improved the level of patient care at their hospitals. See for yourself:

- ✓ **Salary increases** averaging 22.14% per nurse over the three-year contract at Staten Island University Hospital and increases averaging between \$18,000 and \$20,000 per nurse over the life of the three-year contract at South Shore.
- ✓ **Staffing ratios** that are based on patient acuity and are enforceable by law.
- ✓ **Pension plans** with annual payouts upon retirement.
- ✓ **Post retirement health insurance** that bridges the gap between retirement at 60 years old and Medicare eligibility at 65 years old.
- ✓ **Unused vacation days**, sick time, and holidays can be cashed out.
- ✓ **Health insurance** that includes medical, dental, vision, RX, as well as life and disability insurance.
- ✓ **Uniform allowance** of \$250 per year (South Shore).
- ✓ **Tuition reimbursement** up to \$16,000 per year (Staten Island) and up to \$12,000 per year (South Shore).

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