

QMC-HNA RN LAST, BEST AND FINAL OFFER 12/17/2024 PROPOSED WAGES

	Effective 7/1/23	Year 1	Year 2	Year 3
		(5%)	(4%)	(4%)
0-6 months (70%)	\$46.52	\$48.84	\$50.79	\$52.82
7-12 months (75%)	\$49.84	\$52.33	\$54.42	\$56.60
13-18 months (80%)	\$53.16	\$55.82	\$58.05	\$60.37
19-23 months (minimum 3 mos.) (90%)	\$59.81	\$62.79	\$65.30	\$67.91
Job Rate	\$66.45	\$69.77	\$72.56	\$75.46
3 year rate*		\$71.02	\$73.81	\$76.71
5 year rate*	\$67.45	\$72.02	\$74.81	\$77.71
10 year rate*	\$68.45	\$73.02	\$75.81	\$78.71
15 year rate*	\$69.45	\$74.02	\$76.81	\$79.71
Level 3	\$67.70	\$71.02	\$73.81	\$76.71
Level 3 after 3 yrs		\$72.27	\$75.06	\$77.96
Level 3 after 5 yrs	\$68.70	\$73.27	\$76.06	\$78.96
Level 3 after 10 yrs	\$69.70	\$74.27	\$77.06	\$79.96
Level 3 after 15 yrs	\$70.70	\$75.27	\$78.06	\$80.96
Level 4	\$68.95	\$72.27	\$75.06	\$77.96
Level 4 after 3 yrs		\$73.52	\$76.31	\$79.21
Level 4 after 5 yrs	\$69.95	\$74.52	\$77.31	\$80.21
Level 4 after 10 yrs	\$70.95	\$75.52	\$78.31	\$81.21
Level 4 after 15 yrs	\$71.95	\$76.52	\$79.31	\$82.21
Level 5	\$70.20	\$73.52	\$76.31	\$79.21
Level 5 after 3 yrs		\$74.77	\$77.56	\$80.46
Level 5 after 5 yrs	\$71.20	\$75.77	\$78.56	\$81.46
Level 5 after 10 yrs	\$72.20	\$76.77	\$79.56	\$82.46
Level 5 after 15 yrs	\$73.20	\$77.77	\$80.56	\$83.46

RNFA	\$69.72	\$73.21	\$76.14	\$79.19
RNFA after 3 yrs		\$74.46	\$77.39	\$80.44
RNFA after 5 yrs	\$70.72	\$75.46	\$78.39	\$81.44
RNFA after 10 yrs	\$71.72	\$76.46	\$79.39	\$82.44
RNFA after 15 yrs	\$72.72	\$77.46	\$80.39	\$83.44
RNFA Level 3	\$70.97	\$74.46	\$77.39	\$80.44
RNFA Level 3 after 3 yrs		\$75.71	\$78.64	\$81.69
RNFA Level 3 after 5 yrs	\$71.97	\$76.71	\$79.64	\$82.69
RNFA Level 3 after 10 yrs	\$72.97	\$77.71	\$80.64	\$83.69
RNFA Level 3 after 15 yrs	\$73.97	\$78.71	\$81.64	\$84.69
RNFA Level 4	\$72.22	\$75.71	\$78.64	\$81.69
RNFA Level 4 after 3 yrs		\$76.96	\$79.89	\$82.94
RNFA Level 4 after 5 yrs	\$73.22	\$77.96	\$80.89	\$83.94
RNFA Level 4 after 10 yrs	\$74.22	\$78.96	\$81.89	\$84.94
RNFA Level 4 after 15 yrs	\$75.22	\$79.96	\$82.89	\$85.94
RNFA Level 5	73.47	\$76.96	\$79.89	\$82.94
RNFA Level 5 after 3 yrs		\$78.21	\$81.14	\$84.19
RNFA Level 5 after 5 yrs	74.47	\$79.21	\$82.14	\$85.19
RNFA Level 5 after 10 yrs	75.47	\$80.21	\$83.14	\$86.19
RNFA Level 5 after 15 yrs	76.47	\$81.21	\$84.14	\$87.19

The following differentials are new or increased:

	<u>Current</u>	<u>New</u>
Charge Nurse	\$3.00	\$5.00
Float - NEW		\$3.00
On-Call/Stand-by	\$8.00	\$9.00

As a reminder, the following are additional differentials:

Evening Shift	\$2.50
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Night Shift	\$5.75
Certification	\$1.25
Preceptor	\$2.00
ECMO Pump	\$3.00