



**@ BISHOP McCARTHY
RESIDENCE**

**JNESO IS WORKING HARD TO IMPROVE YOUR WORKING CONDITIONS
SEE WHAT JNESO HAS DONE FOR YOU!!!**

Salary /Benefits	Before JNESO	With JNESO
Work Hours: Permanent part-time	48 hours per pay period	24 or less than 40 hours/week
Uniform Allowance	NONE	\$100.00 Full-time \$50.00 Permanent Part-time
Probationary Period Full-time Part-time & Per-Diem	90 days 90 days	90 days 35 working days
Wages	Not defined	LPN: \$19.85 RN: \$25.85
LPN Experience:	None	2 yrs: Start rate + \$ 0.40 4 yrs : Start rate + \$ 0.80 6 yrs: Start rate + \$ 1.20 8 yrs: Start rate + \$1.60
RN Experience:	None	2 yrs: Start rate + \$ 0.50 4 yrs: Start rate + \$ 1.00 6 yrs: Start rate + \$ 1.50 8 yrs: Start rate + \$2.00
Specialty Classification Hire Rates	Not defined	RN MDS Coordinator \$26.50 LPN Case Manger \$ 20.50 RN Infection Control \$26.50 RN External case Manager \$26.50
Raises	No raises for several years	2013: 3% 2014: 1.75% 2015: 1.75%



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(CONTINUED)**

Salary /Benefits	Before JNESO	With JNESO
Shift Differential (Week days)	None	3:00 PM– 11:00 PM : \$ 1.00 per hour 11:00 PM – 7:00 AM : \$1.00 per hour
Shift Differential (Weekends)	None	11:00 PM Friday – 11:30 PM Sunday: \$2.00 per hour
Vacation (Full-time) 1 year: 5 years: 10 years: 20 years: (Permanent Part-time)	10 days xxxxxx 15 days 20 days ½ Paid vacation of Full-time	15 days 20 days xxxxxx xxxxx 0.6% the rate of Full-time employee
Sick Days Full time: Part time:	After 6 months 9 days/ year 2 days/ 6 months	After Probationary Period 9 days/ year 4 days/ year