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Nearly 150 PASNAP Members at Fair Acres Geriatric Center in Delaware County Overwhelmingly Ratify a Contract Deal that Acknowledges the Need for Improved Staffing and—For the First Time—Enshrines Measures to Ensure It.

On the heels of a global pandemic that ravaged their facility and thinned their ranks, nurses at Fair Acres Geriatric Center have won a new contract that acknowledges the Center's need for better staffing and provides the wage increases to achieve it.

Philadelphia, PA – A local of PASNAP at Fair Acres Geriatric Center in Media overwhelmingly ratified a 1-year contract on Friday that, for the first time, enshrines the importance of safe staffing and provides for significant wage increases to help to recruit and retain skilled nurses.

“Healthcare professionals worked selflessly during the COVID-19 pandemic, at great physical and emotional risk to themselves,” said PASNAP President Maureen May, R.N. “The administration at Fair Acres Geriatric Center, a public institution operated by Delaware County, acknowledged their nurses’ dedication and sacrifice with a contract that both respects the nurses’ needs and further protects their resident communities. PASNAP is thrilled to be a partner in this commitment to excellence in care.”

Fair Acres is the largest skilled nursing facility in Delaware County and is owned and operated by the county. The 144 nurses there are a local of PASNAP.

Provisions in the nurses’ new contract include:

- **Staffing:** For the first time, the nurses’ contract addresses their persistent staffing concerns with the creation of a four-person committee to meet monthly to discuss and recommend changes to improve the staffing. This is the first time Delaware County has agreed to enshrine this type of language in the nurses’ contract.
- **Healthcare:** The nurses will keep their current healthcare benefits. The county, which had pushed to gain the right to change the nurses’ health care whenever they wanted, may add additional plan options (such as an HSA), but the nurses’ current low/no cost plans will not change.
- **Holidays:** Nurses Day is now a recognized holiday at Fair Acres!
- **Wages:** For the first time, all nurses will be on a fair wage scale and paid according to years of experience, with an average pay increase of 9%. Nurses whose salary is above

the scale or would receive less than a 3% increase to their current salary will be paid a bonus of \$3,500. *In addition, the contract provides for a Recognition of Dedicated Service Award—a one-time bonus of \$1500 to be paid within 60 days of ratification.*

“I am so thrilled for my coworkers and also for our residents,” says Fair Acres staff nurse Vicky Redden, L.P.N., who has worked at the facility for 29 years. “We lost many residents during the pandemic, and it was such a sad time. I’m very hopeful that this excellent contract will spark the staffing turnaround we need and provide a wonderful foundation for moving forward.”

The Pennsylvania Association of Staff Nurses and Allied Professionals (PASNAP) represents more than 9,000 nurses and healthcare professionals across the Commonwealth.