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**Nurses At Temple University Clinics Reach a Critical Deal for a**

**First Contract With Temple University Health System**

*70 Temple Faculty Physician Plan nurses--the face of the Temple University Health System for many North and Northeast Philadelphia community members--unanimously ratified their first contract with the Health System last week, winning significant wage increases, Just Culture and a strong first contract.*

**Philadelphia, PA --** The Temple University Hospital clinic nurses--the face of the Temple University Health System for many North and Northeast Philadelphia community members--won their first contract with the Health System on Monday, December 23rd. The contract was ratified overwhelmingly--with a unanimous vote--the following night.

Operating until recently under the Temple University umbrella, the clinics run by Temple University Hospital were sold to the Temple University Health System. The sale necessitated that the clinic nurses renegotiate their contracts. **The nurses’ new 2-year contract represents a major step forward for both the nurses and for patient care at the clinics.**

*“Nurses in every setting have worked tirelessly during the COVID-19 pandemic,” said PASNAP President Maureen May, R.N. “With the positive resolution of this contract--one that respects the critical work the nurses perform for their clinics, for their health system as a whole and for their Philadelphia community--their efforts have been acknowledged and their contributions valued. We are thrilled.”*

The nurses’ new contract addresses:

* **Just Culture --** This model, which establishes an organization-wide mindset that improves both work environment and patient outcomes by promoting a process to uncover the sources of errors, is now enshrined in the contract.
* **Wages –** The new contract provides 5% across the board wage increases over the life of the contract with most nurses getting significantly more.
* **Seniority and Retirement --** The contract allows nurses to carry over their years from Temple University for retirement and paid time off as well as bring over their vacation hours.

“I and my colleagues view this agreement as the beginning of a great working relationship with Temple University Health System.” said Kelly Lattanzi, acting president of the Temple Faculty Physicians Nurses Union. “A lot of hard work went into the contract, and we are very excited about the result. It’s a wonderful start to a new partnership.”

The Pennsylvania Association of Staff Nurses and Allied Professionals represents 8,500 nurses and healthcare professionals across the Commonwealth.