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**1,400 PASNAP Members in Delaware County Reach Critical Contract Deals**

**That Further Protect Patients and Healthcare Professionals and Set**

**Record High Standards for Care in the Philadelphia Area**

*Nurses and healthcare professionals within the Prospect Health System have won new contracts that ensure better staffing, improved working conditions and wage increases that acknowledge and respect the vital work they do as the virus continues to surge in our area.*

**Philadelphia, PA -** Eight locals of PASNAP within four different Delaware County-based sites (Crozer Chester Medical Center, Delaware County Memorial Medical Center, Springfield Hospital and Rejuvenations at Fair Acres) in the Crozer Health System have won new contracts that set the highest standards for patient care in the greater Philadelphia area, including enforceable staffing guidelines that will greatly enhance patient care, and significant wage increases that will help to recruit and retain nurses.

At Crozer Chester Medical Center, the nurses’ contract provides overall wage increases between 12% and 36% over the three years of the contract.

*“Nurses and healthcare professionals have worked tirelessly and selflessly sacrificed during the COVID-19 pandemic at great personal risk to themselves, and they will continue to be called on to do so for months to come,” said PASNAP President Maureen May, R.N. “With the positive resolution of these contract fights as the virus surge continues in our area, the needs of our dedicated frontline workers have been acknowledged and respected and their patient communities are further protected. We are thrilled.”*

**The 530 nurses at Crozer-Chester Medical Center overwhelmingly ratified a new 3-year contract on Saturday that ensures they will be able to recruit and retain the staff they need and sets the bar for nursing salaries in the greater Philadelphia area.** Their new contract addresses:

* **Staffing:** For the first time, the nurses’ contract includes a minimum number of RNs to be staffed on every unit on each shift, allowing for adjustments to increase the number of RNs based on acuity and complexity of care. Crucially, the hospital cannot decrease these agreed-upon guidelines without negotiating with the union.  As a part of this new contract the nurses have added nursery positions, and admissions teams and an IV team.
* **Healthcare:** Healthcare premiums will decrease for nurses and future cost will be capped so they cannot increase by more than 10% per year of the contract ensuring that 3 years from now the staff at both DCMH and Crozer will pay less for healthcare than they do today.
* **Wages:** All Crozer RNs will return to a single wage scale that will ensure a minimum 9% increase annually over the life of the contract.  Most nurses will see about a 14% increase in wages with a select receiving wage increase of over 30%.
* **Weekend Program -** The nurses and management have agreed to return the weekend program with the immediate return of 39 premium rate, benefited weekend only positions.  By dedicated staff to work weekends this will ensure that the staff is full staffed and help to limit staff burnout.

“We have always placed our patients first,” says Leslie Heygood, RN, president of Crozer Chester Medical Center Nurses United/PASNAP. “The staffing guidelines we obtained in this contract give us the ability to provide them with the very best care possible *and* to attract and retain excellent nurses. We love our patients and our community--we’ll never stop fighting for them!”

At **Delaware County Memorial Hospital** 400 Nurses and Technical workers won similar contract language around Staffing, Healthcare, a new Weekend Program and a new 4 year contract with a new wage scale that will increase wages by at least 13% for all employee’s and some staff receiving an increase of over 30%.

Three of the eight other Delaware County-based PASNAP unions won new three-year contracts that, like the Crozer Chester nurses, include lowered healthcare rates, a consolidated wage scale and pay increases with every year of the contract. These include:

* Crozer Chester Paramedics Association/PASNAP
* Crozer-Chester Society of Pharmacists/PASNAP
* Rejuvenations at Fair Acres a new local of PASNAP
* Crozer Chester Association of Medical Professionals, another new local of PASNAP

“Our new contract also establishes a subcommittee specifically to address the issues of job-related mental health and PTSD, which I think is particularly important,” says Larry Worrilow, president of Crozer Chester Paramedic Association/PASNAP.

Springfield Nurses United, at Springfield Hospital, won a 1-year contract that includes controls on healthcare rates and an average pay increase of over 6%.

The Crozer Chester Association of Medical Professionals (non-nurse, non-paramedic and non-tech healthcare professionals at Crozer Chester Medical Center) and the healthcare professionals at Crozer’s Rejuvenations at Fair Acres facility won *first* contracts that also include controlled cost healthcare rates, a single wage scale and an average of over 8% pay increases for the first year of the contract and 2.5% pay increases for each subsequent year of the contract.

“We are tremendously happy and relieved to have won our first contract, and we are thrilled to be able to begin to correct the inequities that have existed across the professional staff over the years,” says Crozer physical therapist Marla Stoering. “This will be a great foundation for us to continue to work to fix the issues that we face in healthcare every day.”

Prospect Medical Holdings owns 17 hospitals and a network of more than 162 outpatient facilities and clinics in California, Connecticut, New Jersey, Rhode Island and Pennsylvania, where it owns the Crozer Health system, which includes, in part, the Crozer-Chester Medical Center, Delaware County Memorial Hospital, Springfield Hospital and Rejuvenations at Fair Acres, an inpatient mental health facility serving a geriatric population.

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