

## We have a Tentative Agreement on a contract!

We are happy to announce that **we have reached a Tentative Agreement on a contract!** Your bargaining team recommends this contract for ratification.

### SUMMARY OF 2019 TENTATIVE AGREEMENT

#### Wage Increases

1/1/19 – 4% (retroactive)

1/1/20 – 4%

1/1/20 – New Step 27, 1.5% above Step 26

1/1/21 – 3.25%

#### Recognition for Past Experience

Effective 1/1/19, AMR will now recognize prior experience in the ER, ICU and CCU up to 10 years (Step 11) instead of the current **five** years (Step 6). Current nurses who have up to 10 years of prior experience that was not fully recognized during the hiring process should present documentation of such experience to Human Resources within 90 days of ratification of the contract.

#### Differential Pay

Effective 3/1/19, the night shift differential will increase from \$2.50 to \$3.00. More importantly, the qualifying hours will increase from 2200 – 0600 to 1900 – 0700.

**New weekend differential** – Effective 3/1/19, nurses will receive \$3.00/hour for all hours worked between 0000 Saturday and 2359 Sunday. Note: the weekend differential is in addition to the differential received for working night shift hours.

#### Return of employer contributions to Health Savings Accounts

Effective 1/1/20, the employer will make the following contributions to HSAs for nurses enrolled in either the CDHP 2000 or CDHP 1500 plan:

Employee only	\$750
Employee +1	\$1,000
Employee + family	\$1,250

This provision will sunset upon the expiration of the contract and will have to be renegotiated in the next contract.

## Vacation

Upon completion of **six** months of service, a nurse will be granted **one** week of vacation with the ability to use the time. Previously, a nurse had to complete a year of work before having access to vacation time. In addition, the vacation accrual schedule is accelerated as follows:

<b>Old</b>		<b>New</b>	
Years of Service	Weeks of Vacation	Years of Service	Weeks of Vacation
		6 months	1 week
1 year	2 weeks	1 year	2 weeks
5 years	3 weeks	4 years	3 weeks
10 years	4 weeks	8 years	4 weeks
15 years	5 weeks	12 years	5 weeks

## Professional equipment

In addition to the items listed in Section 5.04(B) of the contract, nurses will be allowed to use the allocated \$150 for professional equipment (defined as stethoscope, patient resource guides, drug guides and trauma shears/multi-tools).

## Filling of vacancies

Language in Section 6.06 clarified to ensure that part-time and per diem nurses have the right to bid on vacant positions with first consideration going to regular full-time nurses followed by part-time nurses and then per diem nurses. If no nurses submit a bid, the employer can fill the vacancy at its discretion.

## Grievance procedure

The parties agreed to modify the grievance procedure language so that the Association's deadline to file for arbitration is counted in calendar days instead of business days. Also, any failure by the Association to comply with timelines in the grievance procedure will result in the withdrawal of a grievance. Any nurse who has a grievance pending should pay close attention to timelines in Article 13.

***This contract is recommended by Local Unit Co-Chair Dave McClure.***

**The VOTE to ratify this contract will occur on February 12 from 8 a.m. to 4 p.m. at the AMR/Tukwila  
2nd floor Conference Room 224.**

You must be a WSNA Member in good standing to vote on the contract.

**YOU ARE WSNA!**

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