

***** We have a Tentative Agreement on a contract! *****

Your Bargaining Team has reached a Tentative Agreement with the Medical Center. The Team believes the Tentative Agreement meets the objectives of (1) recognizing the contributions of nurses at this hospital and (2) improving patient outcomes by enabling better recruitment and retention of qualified nurses.

SUMMARY OF 2019 TENTATIVE AGREEMENT

Historic Wage Increases

10/1/19 – New wage scale with average increase of 16.6% *

10/1/20 – 2%

10/1/21 – 2%

* The new wage scale targets wage increases towards steps occupied by experienced nurses. For example, the increase at Step 1 is 2.4% while the increase at Step 5 is 12.9% and the increase at Step 10 is 20.3%. While a nurse at one of the bottom steps may not see significant increases in the first year of the contract, that nurse will move into steps that are dramatically higher over the next few years.

Your bargaining team believes that the implementation of the new pay scale will enable the Medical Center to recruit and retain qualified and committed nurses.

Staffing

The bargaining team prioritized improved nurse staffing as a means of ensuring that our patients receive the highest standard of care. In addition to some improvements in the Nurse Staffing Committee language, the new contract will contain the following commitment: Nurse staffing levels in acute care and emergency departments will be based on the approved Nurse Staffing Committee staffing plans.

Degree Premium

In addition to the existing Certification Premium, nurses who hold either a BSN or MSN will be entitled to a \$1.00/hour premium. Nurses who hold both a BSN and MSN will be paid for only one degree.

Preceptor Pay

Nurses selected as preceptors will receive a \$1.50 premium

Weekend Premium

The current weekend premium will increase from \$2.50/hour to \$3.50/hour.

Clinical Resource Nurse Premium

A nurse hired as a Clinical Resource Nurse (CRN) will receive a \$3.50/hour premium. A CRN will not be eligible for Charge Nurse pay and will not receive CRN pay when working a non-CRN shift. However, a CRN who is performing Unit Resource Nurse tasks will receive the premium.

Commencement of Health Insurance for new hires

Newly hired nurses will be eligible for health insurance on the first day of the month immediately following 60 days from hire. Previously, newly hired nurses did not receive health insurance until after the completion of the 520-hour (3 months of more) probation period. The bargaining team believes that faster access to health insurance will serve as a valuable recruiting tool for new nurses.

Pool Nurses

Pool nurses will receive two important benefits under the new agreement. First, pool nurses will be able to spread their availability commitment over a 3-month period for additional flexibility. Instead of 2 shifts per month, pool nurses will need to make themselves available for 6 shifts in a 3-month period. Pool nurses will still be responsible for staying current with department updates, trainings and education. Second, pool nurses who work 624 hours per year will accrue seniority in recognition for their service and contributions to the Medical Center.

Non-Discrimination

Article 19 prohibits unlawful discrimination against a list of protected classes of employees. The new contract will add gender and “any other protected class identified by state or federal law” to the existing list.

Membership Language

The new contract will include updates to the Association Membership language as required by a recent Supreme Court decision.

This contract is recommended by your bargaining team: Katrina Rodstedt, Marin Hershey, Yanis Plakos and Oneida Duran.

The VOTE to ratify this contract will occur on October 10 from 1600 – 1900 at the Medical Center. Please stay tuned for an announcement on the room. You must be a WSNA Member in good standing to vote on the contract.

YOU ARE WSNA!!

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