

We have a Tentative Agreement on a contract!

Your Bargaining Team has reached a Tentative Agreement with the Hospital. 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

Wage Increases

4/1/19 – 3% * Following ratification, this raise will be applied retroactively to 4/1/19.

4/1/20 – 3%

4/1/21 – 3%

Resolution of the Payroll Grievance

During the previous contract, the hospital changed its payroll practice by computing overtime based on a nurse's base rate of pay without consideration for the nurse's permanent differentials such as core charge nurse or stat nurse. Under the new agreement, these permanent differentials will become their own job codes and overtime will be calculated at time and a half of the wage rates for the appropriate job code. In addition, the hospital has established a fund of \$120,000 to compensate nurses for wages lost following the change in practice. While the fund will not be sufficient to make people 100% whole, the bargaining team is pleased to have achieved a resolution that fixes the problem moving forward and does so without the risk of arbitration.

Retirement and Health Insurance

There will be no change to our retirement plans!

The current PPO plan will not be available under the new contract. We recognize that this will be a significant change for the nurses who use this plan. Unfortunately, the cost of this plan is escalating to the point that it would have driven up the costs for all plans to an unaffordable level. The bargaining team made the difficult decision to eliminate the PPO plan in the best interests of all nurses.

Stand-By Pay

The current stand-by compensation will increase from \$3.75/hour to \$4.00. In addition, nurses in departments with mandatory call who are on mandatory stand-by will receive \$5.00/hour beginning 4/1/20.

Improvements to the Incentive Bonus Program

The bonus for regular nurses who meet the requirements of the program will increase from \$720 to \$1,080 (\$10/hour to \$15/hour). In addition, both parties also expressed an interest in improving the program for pool nurses. The Conference Committee will evaluate the current program for pool nurses and make recommendations for possible future changes.

Safe Staffing and Workplace Violence

Patient safety and nurse safety are priorities. The new contract will implement the requirements of the Nurse Staffing Statute which requires the Nurse Staffing Committee to create the hospital's staffing plan. The new contract also requires the Nurse Staffing Committee to develop a process to evaluate complaints from nurses about staffing practices. You are strongly encouraged to file ADO forms when you believe you are working in, or have worked in, unsafe staffing conditions.

The hospital will create a committee to enable staff input into better training and procedures to protect nurses from workplace violence. Work should not hurt!

Paid Leave

The previous contract allowed nurses to utilize 24 hours of your own EIB time in the event of a death in your family. The new contract requires the hospital to provide 24 hours of Bereavement Time without the loss of pay or your own time. In addition, the new contract provides for better vacation scheduling language to ensure the more equitable distribution of Paid Leave. Finally, the bargaining team secured an extra 1/2 day of paid leave for nurses with 20-24 years of service. The extra 1/2 day will apply in the third year of the contract.

Float Rotation

The previous contract created incentives for regular nurses to move into the pool. As a result, there are fewer regular nurses in the float rotation and regular nurses are floating more frequently. In order to balance the burden of floating more equitably, the new agreement requires pool nurses who have worked at least 108 hours in a 3-month period to move into the float rotation.

Flexible Scheduling

Nurses will be able to designate 3 shifts in a schedule for non-scheduling. The hospital will make reasonable efforts to accommodate these requests so that nurses can plan for days off without using Paid Leave.

SANE Nurses

The new contract will contain provisions to compensate nurses who qualify and agree to take on the responsibility of conducting forensic examinations for victims of sexual abuse or assault.

Prior Nursing Experience

This was a difficult issue as both sides believed that recruitment of qualified nurses is being hampered because newly hired nurses are not being recognized for their past experience. Both parties wanted to create system to place nurses on the proper wage step when they are hired. However, any adjustment that would have been retroactively applied to current nurses would have made the resolution unaffordable. Although the new system will result in some internal inequities, the bargaining team believed that it is more important to fix the problem moving forward than to continue to allow this problem to remain unresolved.

Pay In Lieu of Benefits

This benefit will remain in effect for the nurses who are currently enrolled. However, the benefit will no longer be an option for nurses not currently enrolled.

This contract is recommended by your bargaining team: Susan Chapman, Judy McBride, Samantha Goff, Crystal Clabaugh, Stefanie Gates, Lorna Sebastian, Michelle Rae, Amanda Cortes, Nick Jackson and Paul Molenaar.

The VOTE to ratify this contract will occur on June 4 from 7 to 9 a.m. (Conference Room J&K), 2 to 5 p.m. (Conference Room A&B) and 6 to 8 p.m. (Conference Room A&B).

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

YOU ARE WSNA!!

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