

**WSNA – Kadlec  
Contract Proposal Summary**

After fourteen months of negotiations and mediation, your Kadlec Negotiating Team has reached a Tentative Agreement that addresses the issues our membership identified as top priorities including preserving existing PTO accrual and PTO caps for current nurses. The Tentative Agreement includes many significant improvements, including wage increases, a ratification bonus, and stronger staffing committee and workplace violence language. Of equal importance, the Tentative Agreement excludes many of Management’s proposed takeaways. If accepted, the new Agreement would run through October 2022.

**The Negotiating Team recommends a ‘Yes’ vote.**

Contract proposal summary:

**Paid Time Off / Extended Illness Benefits / Short Term Disability**

**PTO Accrual:** Maintain PTO accrual for currently employed nurses (including 0.45 nurses) so long as they are continuously employed in an FTE status. PTO Safe-Sick would be carved out of accruals but equally accessible. Management dropped its demand to impose reduced accruals on current nurses.

**PTO Caps:** Maintain current PTO caps for all current nurses. Management dropped their demand to implement huge cuts in caps on current nurses.

**PTO New Nurses:** Nurses hired after ratification would be subject to the Employer’s proposed new PTO accrual and caps. Current nurses could elect to move to the proposed plan.

**EIB:** All existing EIB accruals may continue to be used for all purposes currently allowed and may also be used to top-off to 100% for Short Term Disability or the new Washington State Paid Family Leave benefit. Management dropped their proposal to eliminate EIB banks after this year.

**Short Term Disability:** An improved STD benefit will be maintained at a minimum of 65% to be coordinated with new State Paid Family and Medical Leave benefit. At the nurse’s choice, STD may be topped-off to 100% of regular wages with PTO or EIB.

**Paid Parental Leave Benefit:** Nurses will be eligible to participate in Kadlec’s Paid Parental Leave Program which provides paid leave to parents with 65% of pay for the six weeks following a birth, adoption or placement of a foster child. Birth mothers would receive Short-Term Disability pay as well; they could receive benefits for 12 to 14 weeks, depending on the type of birth.

**Wages - Benefits**

- **A Combined Five and One-Half Percent (5.5%) Across-the-Board Wage Increase by January 1, 2020.** This combines a 12/27/2019 three percent (3%) across-the-board increase and a 1/1/2020 two and one-half percent (2.5%) across-the-board increase.
- **Two Percent (2%) Across-the-Board Wage Increase Effective January 1, 2021.**

- **Two and One-Half Percent (2.5%) Across-the-Board Wage Increase Effective January 1, 2022.**
- **Ratification Bonus:** All current nurses will receive a ratification bonus pro-rated by FTE of \$1,500, with per diems receiving \$250.
- **On-Call Pay:** Increase from \$3.50 to \$3.75 per hour, \$4.75 for holidays.
- **LOU on Over 1,000 Annual On-Call Hours:** Permanently adds LOU to CBA and Provides Retroactive Payment for Nurses for 2018.
- **Medical Benefits:** Increase in yearly maximum blended premium increases from 7% to 10% per year. Retained language requiring bargaining of plan changes management had proposed to eliminate. Fought off demand to charge nurses premiums for employee-only coverage on the lowest cost plan. No-cost Health Tests eliminated, as they are already covered by insurance.

### Language Proposals

- **Staffing Committee:** Improvements to Staffing Committee strength, requiring changes in staffing to be discussed by Staffing Committee before they go into effect. Provides for the WSNA Nurse Representative to attend.
- **Workplace Violence Committee:** Assures that four WSNA Nurses will participate in the Equal Management/Labor Workplace Violence Prevention Response and Assessment Committee. The Committee will have a strong voice in designing and implementing workplace changes, education, and facility assessment to improve safety for nurses, patients and visitors.
- **Workplace Violence:** Kadlec commits to prominent hospital-wide signage stating their Zero Tolerance Policy on Workplace Violence (including verbal and non-verbal threats). Kadlec also acknowledges the right of nurses to remove themselves from a patient they believe presents an immediate risk of violence.
- **Preceptor:** Nurses assigned as Preceptors will not be floated off their units when actively precepting.
- **Mandatory Continuing Education:** Nurses are allowed to request special scheduling to attend mandatory education. Paid CE hours remain unchanged but move to a three-year cycle.

Your Committee believes that this is a strong Agreement which will improve and protect our professional lives and lay a strong foundation to build on in the future. In addition to the above, numerous minor contract changes, clarifications and language clean-up are in the proposal. We encourage all RNs to take time to review the full draft Proposal which will be available at the ratification vote. Your Bargaining Team Recommends a YES vote!

### CONTRACT RATIFICATION VOTE

**Monday, December 9 in CHINOOK 1**

**8 AM – 10 AM**

**NOON – 2 PM**

**4 PM – 6 PM**

**8 PM - 10 PM**