

TENTATIVE AGREEMENT SUMMARY

Significant Wins

- **Break Compliance and Break Relief Nurse Pilot Programs:** Agreement on a Letter of Understanding that outlines a comprehensive break compliance review process that involves nurses as decision makers at every step of the process. The letter includes clear timelines for analyzing break data, making recommendations for staffing enhancements, and piloting break relief nurses. The language is unique amongst Providence hospitals and provides clear pathways for nurses across the hospital to ensure everyone is getting equitable access to rest and meal breaks. *(Break Compliance Review – LOU), and improved access to Meal and Rest Period data (15.2)*

- **Step/Grade Improvements – Anniversary Year Advancement:** Under the new contract, rather than advance after working 1,872 hours (which results in part time nurses and nurses who take FMLA or other leave to fall behind in their steps), full and part time nurses will advance 1 wage step/grade each calendar year on their anniversary date (as a Kadlec RN) (7.1 and 7.2). While we fought hard for an audit that would help nurses get credit for past service experience, Kadlec management refused, meaning that Anniversary Year Advancement will take effect on a go-forward basis.

- **Safety:** While Kadlec managers refuse to implement a weapons detection program at the Hospital, they have agreed to other security improvements, including:
 - o **Security staffing commitment** – wherein the Hospital has agreed to make the Emergency Department and Free Standing ED the *primary job assignment* for a security staff person at *all times* (15.6.1)
 - o **No-weapons signage** – to be posted at all points of ingress/egress at the Hospital (15.5)
 - o **Strengthening Committee on Workplace Violence language** – ensuring the committee will always be co-chaired by one (1) non-managerial and one (1) managerial representative; improving the committee’s access to data on reported incidents (15.5)

- **Workgroups on Scheduling** – Strengthened and improved the scope of unit-based Workgroups on scheduling, including minimum requirements for meeting annually,

and establishing the workgroups as a key site for evaluating break compliance, as well as contemplating staffing changes and break relief pilot programs (5.7.2)

Other Important Improvements

- **Resource Nurse Skill Mix Requests** – Clarifying Resource Team nurses’ right to request specific assignment to help maintain their skill mix (5.15.4)
- **PAC Deduction** – New contract language that improves nurses’ ability to voluntarily support WSNA’s political action committee which advocates for improved working conditions in our state and federal legislatures. (Article 3)
- **Monthly Rosters** – Increasing the frequency with which management is required to share fresh lists of nurses working at Kadlec with the union (from Quarterly to Monthly) (3.3)
- **Increased notification time** in the event of a layoff (45→60 days) (6.2.4)
- **Sunsetting Discipline** - Increased clarity around the Employer’s obligation to remove discipline from nurse’s personnel files upon their request (which nurses can make after 2 years) (6.3)
- **Work re-design** subject to review by HSC instead of NPC (6.9)
- **Limitations on frequency of formal Work Restructures** – Not more frequently than 1x in any 12 month period (6.9.1)
- **Holiday scheduling in Departments that close** – Helping nurses preserve PTO by allowing folks to take unpaid time in departments that close for holidays (6.12.4 & Exception in 9.3)
- **Improved timeline for PTO safe-sick cash-out** - First pay period of the calendar year instead of first half of the calendar year (9.6)
- **Clarifying access to donated PTO includes hardships above/beyond FMLA** (9.7)
- **Creation of a Benefits sub-committee** – Wherein nurses will have the opportunity to provide input and recommendations on changes to health insurance (11.3)
- **Clarity and consistency regarding the process for requesting personal leave** (13.4)
- **Expansion of bereavement benefits** to include great-grandparents and great-grandchildren (13.9.1)
- **Expansion of protected use of domestic violence leave** (to include siblings)(13.10)
- **Improved response time requirements** for requests for Voluntary Continuing Education funds (14.6)

- **Enshrining Virtual RNs** as bargaining unit employees with contractual protections (Appendix B)

Compensation

Across the Board Improvements:

- Effective the third full pay period following ratification all wages will be increased by an across the board wage increase of 2.75%
- Effective the first full pay period following November 1, 2026 all wages will be increased by an across the board wage increase of 2.75%
- Effective the first full pay period following November 1, 2027 all wages will be increased by an across the board wage increase of 3.0%

First Year Market Adjustments – Third full pay period following ratification, to be added prior to applying Across the Board % improvements.

- \$1.00 market adjustment for all grades
- \$0.50 market adjustment for grades 6-25

Second Year Market Adjustments – First full pay period following January 1, 2027.

- \$1.50 market adjustment for grades 6-25

CUMULATIVE IMPACT: Because of the blend of “hard dollar” improvements and “percentage-based” improvements, the exact % increase will be different for every wage grade/step. **On average, under the terms of this tentative agreement, wages will improve by an average of 5.1% in Year 1, 4.24% in Year 2, and 3% in Year 3, or an average total of 12.34%.** The precise %-based improvements at each step look like this:

	Year 1 %	Year 2%	Year 3	TOTAL
Base	5.34%	2.75%	3.00%	11.09%
1	5.27%	2.75%	3.00%	11.02%
2	5.19%	2.75%	3.00%	10.94%
3	5.12%	2.75%	3.00%	10.87%
4	5.05%	2.75%	3.00%	10.80%
5	4.99%	2.75%	3.00%	10.74%
6	6.02%	5.75%	3.00%	14.78%
7	5.93%	5.68%	3.00%	14.61%
8	5.86%	5.61%	3.00%	14.47%
9	5.78%	5.54%	3.00%	14.32%
10	5.71%	5.47%	3.00%	14.18%
11	5.64%	5.41%	3.00%	14.06%
12	5.59%	5.36%	3.00%	13.95%
13	5.53%	5.31%	3.00%	13.84%
14	5.48%	5.27%	3.00%	13.74%
15	5.42%	5.22%	3.00%	13.64%
16	5.37%	5.17%	3.00%	13.54%
17	5.32%	5.12%	3.00%	13.44%
18	5.27%	5.08%	3.00%	13.34%
19	5.22%	5.03%	3.00%	13.25%
20	5.17%	4.99%	3.00%	13.16%
21	5.12%	4.95%	3.00%	13.07%
22	5.07%	4.90%	3.00%	12.98%
23	5.03%	4.86%	3.00%	12.89%
24	4.98%	4.82%	3.00%	12.81%
25	4.94%	4.78%	3.00%	12.72%
26	4.18%	2.75%	3.00%	9.93%
27	4.15%	2.75%	3.00%	9.90%
28	4.13%	2.75%	3.00%	9.88%
29	4.10%	2.75%	3.00%	9.85%
30	4.07%	2.75%	3.00%	9.82%
31	4.07%	2.75%	3.00%	9.82%
32	4.05%	2.75%	3.00%	9.80%
AVERAGE	5.10%	4.24%	3.00%	12.34%

Timing: As noted above, these improvements go into effect the third full pay period following ratification. In other words: assuming we vote to ratify this new contract on March 31, these increases will take effect for work performed starting in the May 2-16 pay period.

Recognition Bonus: Nurses employed as of the date of ratification, shall receive a recognition bonus of \$1,000 (pro-rated by FTE, except that 0.9 will be treated as

100% and per diems being treated as a 0.2 FTE), to be paid out the third full pay period following ratification, and provided that the nurse is still employed on the date of payment.

Retention Bonus: Nurses employed as of the date of ratification, who are continuously employed through May 1, 2027 will, effective the first full payroll period after that date, receive a retention bonus of \$1,000 (pro-rated by FTE, except that 0.9 will be treated as 100% and per diems being treated as a 0.2 FTE), provided that the nurse is still employed on the date of payment.

Charge premium: \$3.75→\$4.25 (8.2)

Night shift commitment incentives: \$1 premium over the base shift differential for nurses with 3+ years shift differentiated work (8.1)

SANE Premium: \$200→\$250 (8.9)

Protected – We successfully fended-off Employer take-away proposals, including:

Per Diem scheduling flexibility – Management sought to significantly restrict Per Diem nurses' scheduling flexibility, and we successfully preserved current contract language (5.7.1)

Health Insurance – While Providence has pursued significant health-insurance take-aways at other hospitals, we were able to preserve and protect our current contract language (11)

Compromises

Per Diems and Grade/Step Movement – We fought to include Per Diem nurses in the new system of anniversary year advancement. However, the Employer was adamant on continuing to advance Per Diems in the step/grade system on a 1,872-hour basis. This remains a clear priority in our next round of contract negotiations, as per diem nurses deserve to advance at the same rate at their full and part time counterparts (7.1 & 7.2; 4.8.3).

Lows

Our two concessions in this round of negotiations both relate to the state of labor relations between the Hospital and the Union. Whereas in past negotiations, we have concluded with the Employer agreeing to compensate the committee members for some share of our

time, **Kadlec insisted that it was abandoning this historic commitment**, and refuses to provide any compensation to the bargaining committee nor allow nurses to donate PTO to cover our lost wages.

Management's position on this issue felt like a clear signal about Kadlec's disrespect for collective bargaining. All nine of us burned significant amounts of PTO and/or worked extraordinary schedules to make-up for earnings we lost while bargaining. Our time is valuable, and the Employer's refusal to negotiate any compensation for the bargaining committee is a major disappointment.

Additionally, the Employer insisted on removing "Interest Based Bargaining" language from our contract, effectively walking back their prior commitment to collaborative negotiations, and locking-in a more adversarial approach to labor relations.

We look forward to seeing everyone at our upcoming information sessions and ratification vote meetings. Together, we're ready to ratify this new agreement and get to work on enforcing and elaborating the new rights and protections we have achieved in this new contract.

Solidarity,

Your WSNA Negotiating Committee

Meri Bukovisnky- CDU, WSNA Chair

Crystal Rivera- ED, Member at Large

Milari Romero- ICU, Member at Large

Franklin Alvarez- 7RP

Andrew Blake- Cath Lab

Kelsi Duncan- NICU

Deborah Langston- PACU, Grievance officer

Anita Dennis- PACU, Grievance officer

Jamie White- 9RP, Secretary/Treasurer

Questions? Contact WSNA Nurse Representative Jennifer Jackson at jjackson@wsna.org.