

## WSNA/KITTITAS VALLEY HOSPITAL CONTRACT HIGHLIGHTS AND GENERAL SUMMARY

### **YOUR BARGAINING TEAM RECOMMENDS A “YES” VOTE**

**Vote:** 11 a.m.-3:30 p.m. and 5:30-8:30 p.m. on November 16, 2022 – KVH Cafeteria

<b>TERM</b>	Three-year contract, effective January 1, 2023, and expiring December 31, 2025	
<b>WAGES</b>	First pay period on or after January 1, 2023:	13% increase, plus lump sum payment making increase retroactive to July 1, 2022
	First pay period on or after January 1, 2024:	5% increase
	First pay period on or after January 1, 2025:	5% increase

### **HIGHLIGHTS**

- A **13% hourly wage increase** effective January 1, 2023
- **Retroactive wage increases to July 1, 2022** – in the first pay period of 2023, you'll get a lump sum payment that applies our new, increased rates to the last six months of 2022
- Annual wage increases that **surpass those at all other area hospitals** through the end of 2025
- **Increased** premium pay rates and incentive stipends
- The opportunity to **adjust your step placement up to two additional steps** over the life of the contract as credit for your pre-KVH experience
- The hospital's agreement that **years of work as an RN** – not years worked at a hospital – is the **new standard for experience credit**
- Dramatically increased **float premium eligibility**
- **Double the opportunity** to collect premium pay for your certifications

### **FULL LIST OF CHANGES IN THE 2023-2025 CONTRACT**

WSNA has prepared a final redline draft of the language we bargained and is confirming management's agreement that the draft is accurate in advance of our vote on November 16<sup>th</sup>. In the meantime, they have prepared a complete list of the changes you'll find in that final draft.

- **Wages:**
  - Effective January 1, 2023, your regular hourly rate will increase by 13%.
  - The 2023 rate increase will be retroactive to July 1, 2022; you'll receive a lump sum payment for the difference between your current rate and your increased rate at the end of the first pay period of 2023.
  - On January 1, 2024, your regular hourly rate will increase by another 5%.
  - On January 1, 2025, your regular hourly rate will increase by another 5%.

- **Premium pay:**
  - Evening shift hours will now be paid at \$3/hour over the hourly contract rate.
  - Regular standby hours will now be paid \$4.50/hour over the hourly contract rate.
  - Holiday standby hours will now be paid \$5.50/hour over the hourly contract rate.
  - Charge nurse hours will now be paid \$3/hour above the hourly contract rate.
  - SANE Nurses will now receive a \$350 stipend for every sexual abuse/sexual assault forensic examination they are assigned to conduct. Previously, they received a \$200 stipend.
  - Part-time nurses called in on their days off will now receive a \$100 stipend when they agree to work with less than four hours' notice. Previously, KVH paid a \$50 stipend.
- **Credit for your prior experience:**
  - Your bargaining team has pushed the hospital for several contract cycles to respect your years of experience before you were hired regardless of whether they were at a hospital. We listened to your priorities and made this our mission for the 2023-2025 contract, and for the first time ever KVH has committed to beginning the process of step placement adjustments that honor your pre-Kittitas experience as an RN.
  - The Hospital agreed that prior years of experience in jobs requiring RN licensure – not just prior years working in a hospital – should count toward your years of experience for the purposes of step placement. Previously, you were placed on the salary scale based on your uninterrupted pre-KVH years of experience working at another hospital.
  - If you weren't given credit for your full prior experience in RN-licensed positions when you were hired, the hospital has agreed to adjust your step placement one additional step at your hire anniversary date in 2023 and one additional step at your hire anniversary date in 2024. In other words, you'll move up as much as two steps on each of your next two anniversary dates, which is up to a 41% increase from your current rate.
  - To get credit for previous years you'll need to submit a written request for a step adjustment no later than March 31, 2023. We will have easy-to-fill forms for you to submit at the contract vote.
  - KVH has also agreed to hear cases from nurses who lost even more than two steps when they were initially hired. If you lost more than two years of credit when you were initially hired, please contact Shawn Mork at [sreed@wsna.org](mailto:sreed@wsna.org).
- **Credit for new hires' prior experience:**
  - The Hospital has agreed to credit prior years of experience in any position requiring RN licensure when placing new hires on our salary scale. Previously, nurses only received credit for years working in a hospital.
  - New hires will receive full credit for all years of work in positions requiring RN licensure without a break in nursing experience of more than two years. Previously, nurses could lose up to two years of credit if they took a break of one year or more, and breaks included even years of work spent in non-hospital settings.
  - When nurses have taken a break of more than two years, their step placement will only be impacted if they no longer meet the definition of "Qualified" under Section 11.3.3 of the contract (which requires that we be able to provide safe, direct patient care for the standard caseload on the unit with up to four weeks of retraining). Previously, the hospital had total discretion in determining whether a new hire's nursing skills had diminished after a break.

- **Credit for your work at KVH:**
  - Precepting now expressly includes your instruction of traveling nurses. We also discussed situations where preceptor pay has been awarded unevenly, setting us up to enforce the strong existing language in our contract if KVH does not correct the problem.
  - You'll now be able to collect Certification Premium pay for up to two certifications at a time. Previously, KVH only gave credit for one certification at a time.
  - All nurses who meet the standards in Section 11.3.3 of the contract ("Qualified") will be eligible to receive a \$3/hour float premium for hours spent floating to another department. Previously, only nurses in a "float pool" qualified, which meant no one collected this premium.
  - We permanently incorporated our MOU protecting scheduling practices for nurses who had 15-20 years of seniority in January 2014.
  - We permanently incorporated our MOU covering Home Health work.
  - We permanently incorporated our MOU protecting nurses' seniority when they take non-bargaining unit positions at KVH and later want to return to the bargaining unit.
- **Benefits:**
  - We permanently incorporated this fall's updates to insurance premium coverage for .5 FTE--.74 FTE nurses, which increased the amount KVH will pay toward those nurses medical, dental, and vision insurance premiums.
  - We permanently incorporated the hospital's practice of qualifying nurses for our retirement plan one month after their first hire anniversary. Previously, the hospital was required to qualify nurses only one month after their second hire anniversary.
- **Staffing and Professional Development:**
  - We developed a **brand-new** Staff Development Committee with representatives from each department.
  - Starting in January, the hospital will dedicate at least one hour per month of paid time to those representatives' work planning, preparing, and implementing new professional development opportunities for KVH's nurses.
  - We updated the Nurse Practice Committee and Nurse Staffing Committee provisions in the contract to reflect our current setup, which merges the two committees.
- **Diversity, Equity, and Inclusion:**
  - Our leave policies have been updated with gender-neutral language that will more clearly protect all nurses' rights to benefits like parental leave.
  - Section 12.4 has been updated to reflect Washington's paid leave laws and to more expressly state that KVH will cover your health premiums while you take protected leave.
  - We have replaced any gendered pronouns (she/he) in the contract with gender-neutral pronouns (they) to ensure all nurses feel represented in our contract language.

**We believe these terms – which include above-market wages, market-leading annual increases, and new processes to give your experience the respect it deserves – will help alleviate the challenging conditions we've all experienced throughout the pandemic by making Kittitas Valley Healthcare an attractive place to work for both experienced nurses and new hires alike.**

**Your bargaining committee is recommending a YES vote.**

## 2023-2025 WAGE SCALE:

Effective Date	CURRENT	Percentage increase between steps	7/1/23 (Payable first pay period of 2023)	1/1/2024	1/1/2025
Expiration Date	12/31/23		12/31/2023	12/31/2024	12/31/2025
<b>Raise</b>	-	-	<b>13%</b>	<b>5.00%</b>	<b>5.00%</b>
<b>Base</b>	\$33.22	-	\$37.54	\$39.42	\$41.39
<b>1</b>	\$34.36	3.43%	\$38.83	\$40.77	\$42.81
<b>2</b>	\$35.48	3.26%	\$40.09	\$42.10	\$44.20
<b>3</b>	\$36.62	3.21%	\$41.38	\$43.45	\$45.62
<b>4</b>	\$37.76	3.11%	\$42.67	\$44.80	\$47.04
<b>5</b>	\$38.86	2.91%	\$43.91	\$46.11	\$48.41
<b>6</b>	\$39.99	2.91%	\$45.19	\$47.45	\$49.82
<b>7</b>	\$41.12	2.83%	\$46.47	\$48.79	\$51.23
<b>8</b>	\$42.22	2.68%	\$47.71	\$50.09	\$52.60
<b>9</b>	\$43.37	2.72%	\$49.01	\$51.46	\$54.03
<b>10</b>	\$44.47	2.54%	\$50.25	\$52.76	\$55.40
<b>11</b>	\$45.59	2.52%	\$51.52	\$54.09	\$56.80
<b>12</b>	\$46.73	2.50%	\$52.80	\$55.45	\$58.22
<b>13</b>	\$47.82	2.33%	\$54.04	\$56.74	\$59.58
<b>14</b>	\$48.94	2.34%	\$55.30	\$58.07	\$60.97
<b>15</b>	\$50.05	2.27%	\$56.56	\$59.38	\$62.35
<b>16</b>	\$51.18	2.26%	\$57.83	\$60.73	\$63.76
<b>17</b>	\$51.77	1.15%	\$58.50	\$61.43	\$64.50
<b>18</b>	\$52.35	1.12%	\$59.16	\$62.11	\$65.22
<b>19</b>	\$52.90	1.05%	\$59.78	\$62.77	\$65.90
<b>20</b>	\$53.43	1.00%	\$60.38	\$63.39	\$66.56
<b>21</b>	\$54.08	1.22%	\$61.11	\$64.17	\$67.37
<b>22</b>	\$54.72	1.18%	\$61.83	\$64.93	\$68.17
<b>23</b>	\$55.38	1.21%	\$62.58	\$65.71	\$68.99
<b>24</b>	\$56.05	1.21%	\$63.34	\$66.50	\$69.83
<b>25</b>	\$56.72	1.20%	\$64.09	\$67.30	\$70.66
<b>26</b>	\$57.40	1.20%	\$64.86	\$68.11	\$71.51
<b>27</b>	\$58.09	1.20%	\$65.64	\$68.92	\$72.37
<b>28</b>	\$58.79	1.21%	\$66.43	\$69.75	\$73.24
<b>29</b>	\$59.49	1.19%	\$67.22	\$70.58	\$74.11
<b>30</b>	\$60.93	2.42%	\$68.85	\$72.29	\$75.91