

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

We are happy to announce that *we have reached a Tentative Agreement on a Contract!* Your bargaining Team recommends this contract for ratification.

SUMMARY OF 2019 TENTATIVE AGREEMENT

Wage Increases – for RNs and LPNs

Upon ratification – 3%

4/1/20 – 4%

4/1/21 – 4%

Health Insurance

Making health insurance more affordable for RNs and LPNs at Morton was one of the bargaining team’s top priorities. The new agreement commits the employer to limiting nurses’ portion of the premiums to the following:

	Full Time	Part Time
Employee only	8%	8%
Employee + dependents	26%	45%

This is the first time the employer has committed to a formula in our contract. Under the formula, most nurses will see our premium contributions go down. In all cases, the formula protects us from facing the full effect of rising insurance costs.

Staffing

The new contract codifies the requirements of the Washington Safe Nurse Staffing Act into our contract. Under the Act, WSNA nurses will have the right to appoint nurse representatives to the Staffing Committee. The Committee is then charged with creating the hospital’s staffing plan as well as addressing nurses’ complaints about staffing. The new contract makes it clear that you are protected from retaliation if you file a complaint with the Staffing Committee. You are encouraged to file an ADO whenever you are given an assignment that you believe is unsafe. Go to www.wsna.org to fill out a complaint electronically.

Stand-by/Call-back

A nurse who is called in from stand-by will receive time-and-a-half *for all hours worked* with a guarantee of 3 hours. A full-time or part-time nurse who is called in outside of the nurse’s regularly scheduled hours will receive time-and-a-half *for all hours worked* with a guarantee of 3 hours.

Vacation Requests

The hospital will be obligated to respond to requests for time off within 14 days of the submission of your request.

Just Cause for Discipline

The just cause provision of our contract is now extended to casual part-time nurses. This provides casual part-time nurses the same protection from unjust discipline and discharge currently held by all RNs and LPNs. *Note: A casual part-time nurse who does not meet the employer's availability policy will be deemed to have voluntarily resigned.*

Layoff/Low Census

The bargaining team pushed back the hospital's attempts to negotiate language that would have allowed a regular status nurse to be laid off before a traveler. The new contract does recognize the current practice allowing the hospital to hold a traveler out of the low census rotation if the hospital is contractually obligated to pay the traveler.

Changes to PTO Cash Out Before Termination

Due to changes in IRS code, you will only be allowed to cash out hours if (1) you make an irrevocable request during the prior year and (2) the cash out is only for hours accrued to date during the current year.

Coordinator Pay

Recognized in the contract and paid at \$1.90 per hour.

Employer Neutrality

The hospital agrees to refrain from actively encouraging or discouraging people from joining WSNA.

***This contract is recommended by your bargaining team:
Colleen Littlejohn, Wesley McMahan, Melanie Pyles***

**The VOTE to ratify this contract will occur on June 24 from 4:30 – 7:30 p.m. in the Executive Conference Room 1 & 2.
You must be a WSNA Member in good standing to vote on the contract.**

YOU ARE WSNA!!

Michele Rose, WSNA Nurse Representative at 206-575-7979, ext. 3012 or mrose@wsna.org