YOUR TEAM RECOMMENDS A YES VOTE! WSNA – Overlake Hospital Medical Center 2017 Contract Proposal Highlights

After ten hard fought sessions taking over 72 hours, our Negotiating Team has reached a Tentative Agreement with Overlake Hospital. The Tentative Agreement includes many significant improvements, including significantly increased compensation, improved staffing language, and a new longevity compensation step. Of equal importance, the Tentative Agreement does not include any major takeaways despite Overlake’s attempts to impose house-wide floating with minimal restrictions, cut maximum PTO accrual in half, impose stringent scheduling requirements for per diems, and greatly weaken your union rights.

These improvements were achieved because of you—the proud, strong RNs of Overlake Hospital who stood together, rain and shine, to let management hear your united voice. The Negotiating Team recommends a Yes Vote. Highlights of the Agreement include:

- **A Total of Nine and Three Quarters Percent Over Three Years (4%-3%-2.75%)**: Nurses will be ahead of the market with a total 9.75% raise over the next three years. (Art. 11.1)
- **New Longevity Step**: New step at 30, with an increase of 1% over the previous step 28. (Art. 11.1).
- **Rest Break Relief Nurses**: The Hospital will hire 8 additional .9 FTE nurses into the float pool who will be assigned primarily to providing meal and rest breaks. (Art. 10.7.1).
- **Safe Staffing**: WSNA will be able to select the members of the Nurse Staffing Committee who will be responsible for developing the staffing plan and resolving complaints that the staffing plan was not followed on a given day. A WSNA representative will also be allowed to attend all meetings. (Art. 8.2).
- **Maintained PTO Accrual Bank**: Defeated an effort to cut PTO accrual bank cap in half (Art. 13.4).
- **Low Census**: Improved low census order that ensures that nurses working overtime who do not volunteer for low census will not be sent home and nurses who want to go home will be allowed to do so (new order is 1) agency nurses, 2) volunteers working OT, 3) volunteers not working OT, 4) temporary RNs, 5) travelers, and 6) nurses working OT who don’t volunteer) (Art. 9.7).
- **Just Cause Protection Extended to Per Diems**: Per diem nurses now cannot be disciplined or discharged without just cause. (Art. 6.3).
- **Floating**: Defeated a proposal to require nurses to float to any unit in the Hospital and take a full patient assignment. New floating language ensures RNs will only care for the same type of and ratio of patients ordinarily treated on the floated nurse’s unit, or be floated as a staff helper. (Art. 8.5).
- **Increased Relief Charge Nurse Premium**: Relief Charge Nurse Premium increased from $2.25 to $2.75 for day shift and from $2.25 to $5 for night shift. (Art 12.4).
- **Better Winter Holiday Scheduling**: RNs will now be able to put in winter vacation requests starting May 1 and will know which requests are granted by the end of June instead of October. (Art. 13.3).
- **Increased Access to Educational/Professional Leave**: 40 hours of educational leave now available to 0.9 FTE RNs (previously only for 1.0 FTEs). (Art. 8.7)
- **Union Access Rights**: WSNA Representative now to have guaranteed 30 minutes to meet newly hired RNs during orientation. (Art 8.4). WSNA Representatives can now also visit nurse lounges without obtaining advance permission. (Art. 4.1)
- **Limited Successorship Protection**: WSNA will receive 90 days advance notification if Overlake should be sold or transferred to new ownership, and the Hospital will be required to inform any new employer of the CBA. (Art. 20.5).