

YOUR BARGAINING TEAM RECOMMENDS A “YES” VOTE!

**WSNA/ PULLMAN REGIONAL HOSPITAL CONTRACT
GENERAL SUMMARY AND HIGHLIGHTS**

January 9, 2025

Your bargaining team is pleased to announce that, after 6 intensive days of bargaining, we have a tentative agreement for a new contract which we wholeheartedly recommend! There are numerous increases in premiums and wages and improvements to working conditions.

TERM: 3 years. Contract will expire on September 30, 2028.

WAGES:	First full pay period after ratification:	9%
	First full pay period after 10/1/26:	3.5%
	First full pay period after 10/1/27:	3%

RATIFICATION BONUS: Nurses on the Hospital payroll as of the date of ratification of the 2025-2028 collective bargaining agreement shall receive a ratification bonus of five hundred dollars (\$500.00), less withholdings, pro-rated by FTE, to be payable the first full pay period after the date of ratification. For purposes of this bonus, .9 FTE employees shall be considered as 1.0 FTE employees. Supplemental/PRN nurses shall be considered as .2 FTE employees.

STEP ADVANCEMENT: Elimination of the requirement that nurses work at least 1,040 hours in order to get a step increase. Now nurses will advance to the next step on their anniversary date.

PREMIUMS AND OTHER COMPENSATION:

Health Insurance. New language requiring the Hospital to meet and confer with WSNA prior to making any changes to the health plan. Additionally, once a nurse has met their deductible, the Hospital will provide all covered care at Pullman Regional Hospital free of charge. For nurses who contribute at least \$20.00 to their HSA account in a pay period, the Hospital will contribute \$20.83 per pay period to the account, up to a maximum of \$500 per year.

Supplemental Nurse Premium. Increased from 14% to 15%. Supplemental nurses must now work 156 hours per year instead of the current 96 hours per year.

SANE Nurse [NEW]. A Sexual Assault Nurse Examiner [SANE] is a nurse who has met the qualifications to perform sexual abuse or assault forensic examinations and has been designated by the Hospital to conduct such examinations. The SANE Nurse must have completed the forty (40) hour SANE course or other education designated by the Hospital to be considered to have met SANE qualifications. Nurses must notify the Hospital when they have completed the forty (40) hour SANE course or other education designated by the Hospital to have met the SANE qualifications.

A SANE Nurse who performs a sexual abuse or assault forensic examination shall

receive a two hundred fifty dollars (\$250) bonus per examination in addition to all other required pay. A SANE Nurse who is required to testify shall be paid at their regular rate of pay for all time spent testifying.

Float Premium. Currently, nurses who perform work on other units, whether providing primary care for patients or performing tasks, receive a float premium of \$2.50 per hour. Going forward, the concept of “floating” will be split into “floating” and “tasking.” Floating is when a nurse provides primary care of any patient outside of their unit. The premium for floating has been increased from \$2.50 to \$3.50 per hour. Tasking is performing specific tasks or duties without providing primary care of any patient. The premium for tasking is \$2.50 per hour.

Shift Differential. Evening shift increased from \$2.75 to \$3.00 per hour, and night shift increased from \$4.00 to \$4.50 per hour.

Charge Premium. Increased from \$2.25 to \$3.50 per hour.

Standby/On-Call. Weekday standby increased from \$3.75 to \$4.25 per hour. Weekend and holiday standby increased from \$4.50, to \$5.00 per hour.

Weekend Premium. Increased from \$3.25 to \$3.75 per hour.

Float Premium. Increased from \$2.50 to \$3.50 per hour.

Tasking Premium [NEW]. \$2.50 per hour.

Preceptor Premium. Increased from \$1.50 to \$2.00 per hour.

Hotels for Nurses on On-Call. Currently nurses receive at most \$50.00 for a hotel. Now it is at least \$50 or 50% of the cost, whichever is higher.

WORKPLACE ISSUES:

WSNA Political Action Committee (PAC). Nurses may now use payroll deduction to contribute to the WSNA PAC whose goal is to use the political process to improve the nurse’s role in the health care delivery system.

Information Provided to New Hires. The Hospital will provide to each newly-hired nurse the name and contact information of the local unit chairperson.

Monthly Rosters Provided to WSNA by the Hospital. Will now include the unit on which each nurse works.

Notification of New Hires. The Hospital will provide notice to WSNA that a new employee has been hired into the bargaining unit within 14 days of the date of hire.

Public Records Request. The Hospital will notify WSNA within three business days, instead of the current one business day, of receiving a public records request regarding the bargaining unit.

Job Postings and Hiring Documentation. Will now be electronic and through Workday. Nurses will be able to request automatic notification of all posted vacancies within parameters selected by the nurse. Hiring documentation shall now be stored electronically.

Investigatory Meetings. New language stating that a nurse has a right to the presence of a union representative at any investigatory meeting in which the nurse reasonably believes may result in discipline. A good faith effort will be made to coordinate the time of the meeting with the availability of the representative so long as the representative's availability does not interfere with a timely investigation.

Resignation Interviews. Shall now be by the request of the nurse who is resigning.

Meal Period Waivers. By law, nurses are entitled to unpaid meal periods every five hours. However, virtually all nurses who are entitled to a second unpaid meal (for example, 12- hour nurses) choose not to take it because it would extend their day by 1/2 hour. We changed the existing contract language to make it clear that the default is for nurses to waive their second unpaid meal. However, a nurse may choose at any time to elect to take their second unpaid meal period.

Weekend Work Requirement. The current language states that nurses shall be scheduled to work every other weekend. However, in some units there is not enough weekend work to require all nurses to work every other weekend. We clarified the language that nurses need to be available to be scheduled to work every other weekend and shall be granted at least every other weekend off in recognition that some nurses on some units do not work every other weekend.

Low Census. Mandatory low census has been eliminated! No nurse shall be forced to take low census. We have clarified the order for nurses who wish to volunteer for low census.

Workplace Violence. New language requiring that the Hospital provide in-person, interactive workplace violence prevention training to all new hires within 90 days of the date of hire. The safety committee will address issues regarding workplace violence and provide timely written reports in response to any workplace violence concern submitted by nurses.

Annual Leave. Part time nurses, just like full time nurses, will now earn annual leave on vacation and sick leave hours. Also, nurses may now carry over 120 annual leave hours to the next year, rather than the current 80 hours.

Holidays. We eliminated language stating that nurses with less than one year of service at the Hospital should expect to work at least Christmas or Thanksgiving each year.

Jury Duty. We eliminated the requirement that when a nurse is required for less than half of the scheduled shift for jury duty, they must report to work for the remainder of the shift.

Emergency Leave. Nurses may now use emergency leave for siblings and siblings-in-law.

Grievance Procedure. We increase the amount of time the Hospital has to respond to a grievance from 7 days to 14 days. Also, we will require arbitrators to be from Oregon or

Washington.

Staffing Committee. We made a few changes to staffing committee's procedures to reflect the charter and changes in the staffing law.