

SHMC/WSNA

Inappropriate Placement Upon Hire Information for Placement Correction



If you feel you were not placed correctly on the wage scale, upon hire, there is now a process for nurses to utilize in an effort to be placed correctly. This process is the settlement to grievance #19-02-0019 filed by the Association on Feb 21, 2019 for the inappropriate placement on the wage scale upon hire.

Settlement process:

Step one: If you feel that you were not correctly placed on the wage scale when you were hired, you MUST request that Providence review your step placement NO LATER THAN FEBRUARY 15, 2020. Such requests must be submitted to Human Resources Business Partner Theresa Colletto, via email, NO LATER THAN FEBRUARY 15, 2020. Requests submitted after this date will not be considered. Please “cc” WSNA Nurse Representative Jaclyn Perkins on the email to HR.

Step Two: No later than April 15, 2020, nurses must provide an explanation of why the nurse believes he/she was not given sufficient credit for past work experience, along with a complete resume that includes recent and relevant job experience, listing the following details: Organization type/name; beginning month/year to ending month/year; Job Title; Details of Job Duties Performed, and; per diem/supplemental, part-time or full-time status in job title.

Step Three: No later than July 14, 2020, Human Resources must complete its review and make the appropriate changes.

Step Four (If Needed): If a nurse disputes the Medical Center’s decision, he/she may submit a grievance. All disputes will be consolidated into a single grievance. The consolidated grievance will go to mediation and, if not successful, to arbitration.

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