

YOUR BARGAINING TEAM RECOMMENDS A ‘YES’ VOTE.

WSNA/PROVIDENCE SACRED HEART MEDICAL CENTER CONTRACT GENERAL SUMMARY

Your fellow nurses on the WSNA bargaining team worked very hard to secure a fair contract for the nurses at Providence Sacred Heart. After seven hard bargaining sessions, including the last session which ended around 2:00 am Saturday morning, we are pleased to announce that we have a tentative agreement that includes historic wage increases, along with other significant gains which will solidify Providence Sacred Heart's status as a market leader in the area in recruiting and retaining nurses.

Nurses will receive approximately a 12% across-the board raise during the first year and 4% in each of the last two years of the contract. Remember, these wage increases are in addition to the step increases that nurses also receive. The engagement of the bargaining unit, including a petition demanding a contract that reflects a commitment to Providence Sacred Heart's nurses, was integral to securing the tentative agreement.

Below is a summary of the new contract that we ask you to ratify:

TERM: The new contract will expire on January 1, 2026.

WAGES: Second full pay period after ratification: **6.9%.**
Plus, we have eliminated the “ghost steps” at Steps 12, 14 and 16 where the nurses at those steps do not currently get a step increase. The net effect of this change is that nurses at those steps will receive raise above 8% after ratification.

Second full pay period after March 1, 2023: **5%**

Second full pay period after January 1, 2024: **4%**

Second full pay period after January 1, 2025: **4%**

COVID RECOGNITION AND RETENTION BONUSES: Nurses employed as of July 1, 2020, through the second pay period after ratification will receive a recognition bonus of **\$2,250**. Bonuses will be pro-rated by FTE, except that .9 FTE will be treated as 1.0 FTE; and per diems will be treated as a .2 FTE.

In the second pay period following January 1, 2024, nurses who were employed as of the date of ratification and who remain employed as of the date of payment, will receive a retention bonus

of **\$2,000**. Bonuses will be pro-rated by FTE, except that .9 FTE will be treated as 1.0 FTE; and per diems will be treated as a .2 FTE.

OTHER COMPENSATION:

Shift Differential. Night shift increased from \$4.00 to \$4.75 per hour.

Standby Pay. Increased from \$3.50 per hour to \$4.00 per hour for non-holidays and from \$4.50 per hour to \$5.00 per hour for holidays.

Charge Nurse Premium. Charge nurse premium has been DOUBLED, from \$2.25 to \$4.50 per hour.

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

Certification Premium. New language providing a \$1.25 per hour premium for nurses who have a Doctor of Nursing Practice (DNP).

Holidays. Martin Luther King, Jr. Day will be recognized beginning 2024.

SANE Nurse Premium [NEW]. SANE nurses will now receive a \$250 premium per exam performed, in addition to their regular rate of pay. Also, SANE nurses shall be paid their hourly rate for testifying.

Float Pool Premium [NEW]. Nurses in the Float Pool will receive a \$3 per hour premium for all time spent working in the Float Pool.

ECLS Premium [NEW]. Nurses functioning as an ECLS specialist shall receive a premium of \$3 per hour for all time spent managing the ECLS circuit.

Heath Insurance: Management proposed to eliminate the Kaiser Health Plan option. We successfully fought off this proposal, and we maintained important limitations on Providence Sacred Heart's ability to change benefits or to increase premiums above a certain amount.

Retirement. Effective July 1, 2023, Providence Sacred Heart will transfer to a 401(k) plan from the existing 401(a) and 403(b) plans. There are advantages to employees to move to a 401(k) plan. There are investment options in 401(k) plans that tend to have lower fees than some options in 403(b) plans. Further, the vesting of the Employer's contributions in the 401(k) plan will be more favorable under the vesting in the current 401(a) plan. Under the current plan, a nurse is not vested at all with respect to the Employer's contribution until after five years. Under the new 401(k) plan, nurses vest gradually throughout the five years until the nurse is fully vested after five years, so that if the nurse leaves before five years, they are entitled to keep some of the Employer's contributions. Please note that to advance through the employer match levels, nurses will need 1,000 hours of service per year, rather than the current 800 hours. However, this will affect few nurses.

Life Insurance and Tuition Reimbursement. New language ensuring that nurses receive no less life insurance and tuition reimbursement than other employees.

WORKPLACE ISSUES:

Workplace Violence. New language expanding the scope of the Workplace Violence Committee to address threats of violence from visitors as well as patients. New language specifying that the committee will address concerns and complaints regarding workplace violence, including the data underlying complaints received by security or others. The committee will also develop a template to be used in responding to complaints of workplace violence. This template will be provided to core leaders and security, and will be used in responding to nurses who file complaints.

Notice of Illness. New language requiring evening shift nurses to give two hours' notice of illness rather than the current three hours' notice.

Overtime. New language requiring Providence Sacred Heart to make reasonable efforts to schedule patient-care procedures such that they can be completed prior to the end of a nurse's shift. Also, overtime will be tracked and paid to the nearest minute and no longer rounded to the nearest 15 minutes.

Requesting PTO. Previously, nurses were required to have enough PTO accumulated at the time of the PTO request for the entirety of the vacation. PTO requests have been denied because a nurse did not have sufficient vacation at the time of their request even though they would have had enough PTO accumulated by the time the vacation date rolled around. Now, PTO may be approved for a nurse who is expected to have sufficient accrued vacation as of the start date of the vacation and not at the time of the request.

Floating. New language requiring Providence Sacred Heart to provide nurses with the appropriate training and orientation for assignments within their clinical group. Further, Sacred Heart must take reasonable efforts to refrain from floating preceptors when they have an active preceptor assignment on their home unit. The clinical float groups have been updated.

Current Ratification 3/1/2023 1/1/2024 1/1/2025

1	34.39	36.75	38.59	40.13	41.74
2	35.50	37.94	39.84	41.43	43.09
3	37.01	39.55	41.53	43.19	44.92
4	38.54	41.18	43.24	44.97	46.77
5	39.96	42.70	44.84	46.63	48.50
6	41.48	44.33	46.55	48.41	50.35
7	42.93	45.88	48.17	50.10	52.10
8	44.30	47.34	49.71	51.70	53.77
9	45.89	49.04	51.49	53.55	55.69
10	47.33	50.58	53.11	55.23	57.44
11	49.01	52.37	54.99	57.19	59.48
12	49.01	53.05	55.70	57.93	60.25
13	50.28	53.73	56.42	58.68	61.03
14	50.28	54.43	57.15	59.44	61.82
15	51.58	55.12	57.88	60.20	62.61
16	51.58	55.88	58.67	61.02	63.46
17	53.00	56.65	59.48	61.86	64.33
18	53.00	56.65	59.48	61.86	64.33
19	54.21	57.94	60.84	63.27	65.80
20	55.45	59.27	62.23	64.72	67.31
21	56.77	60.68	63.71	66.26	68.91
22	56.77	60.68	63.71	66.26	68.91
23	58.09	62.09	65.19	67.80	70.51
24	58.09	62.09	65.19	67.80	70.51
25	59.42	63.51	66.69	69.36	72.13
26	59.42	63.51	66.69	69.36	72.13
27	60.80	64.98	68.23	70.96	73.80
28	60.80	64.98	68.23	70.96	73.80
29	62.21	66.49	69.81	72.60	75.50
30	62.21	66.49	69.81	72.60	75.50
31	63.58	67.95	71.35	74.20	77.17

Wage increases effective second pay period following date indicated.