

## Sacred Heart TA Summary – Jan. 7, 2019

**Your negotiating team recommends a YES vote!**

Wages – Total wage increase of 10% over the duration of the contract

upon ratification: **5%** (**2%** for 2019 and **3%** for 2020)

January 1, 2021: **2.5%**

January 1, 2022: **2.5%**

Ratification Pay – provided ratification occurs on or before January 17, 2020

- **\$2100** -- Full or part-time nurses employed, prorated by FTE.
- **\$500** – Supplemental nurses who work a minimum of 400 hours in 2019.
- Bonus amounts are subject to required withholding.

Contract duration – Expiration Dec. 31, 2022

PTO/EIB-STD:

- NO CHANGES to current PTO/EIB accrual.
- No short-term disability.

Safe Staffing:

- Language recognizing a “shared interest in providing quality medical care and assuring the well-being of all nurses” and agreement that “assuring adequate staffing levels are critical to this purpose.”
- Agreement that each unit “shall maintain staffing levels that take into consideration the acuity of patients and that ensure safe patient care and safety of the nurses.”

Nurse Staffing Committee (NSC):

- Language that incorporates new staffing law elements.
- Protection against retaliation or any form of intimidation of any nurse reporting a report or complaint to the NSC.
- WSNA may invite bargaining unit nurses to attend Nurse Staffing Committee meetings.
- Commitment for the Chief Executive to attend one meeting annually, prior to the Employer’s annual nurse staffing plan submission.
- The Nurse Rep can now attend the staffing committee meetings.
- Agreement that NSC will meet at least monthly for a minimum of three hours unless otherwise agreed upon.
- Commitment from employer to provide WSNA with a copy of each staffing complaint and relevant info.
- All complaints will be considered by the NSC and determined by consensus or majority vote of the full committee whether a complaint is resolved, dismissed, or unresolved. NSC will provide written response to the nurse who submitted the complaint.
- Process for WSNA to be notified and NSC to review and propose revisions.

Workplace Safety:

- Prominent placement of zero tolerance workplace violence signage.
- Develop a process and template for patient safety plans for patients who demonstrate or threaten violence by the Workplace Violence committee. WSNA to select four nurses to be on the committee.
- Security officers rounding throughout the hospital.
- Nurses who have experienced violence or threatened with violence may request to be released from work for an in-person debriefing with chaplain services, security personnel and/or direct supervisor within 7 days of incident.

Medical Benefits:

- Employer will continue to pay 100% of the employee only premium for Health Savings (HSA) Medical Plan.
- Fought off management proposal to drastically increase premiums.
- Medical premiums limited to not more than 7% on a blended average each year.
- No changes to Dental and Vision.

Safe-Harbor for Transfers:

- Any internally-transferring nurse selected for a new position will receive a ninety (90) day internal transfer assessment period. The nurse will receive orientation in order to achieve clearly identified goals specific to their new position to help assure success. During the internal transfer assessment period, the employer and the nurse may agree to return the nurse to his or her former position (same unit, same FTE and same shift).

Recognition of experience:

- Secured mechanism for current nurses to submit request for adjustment on step placement.
- Secured agreement on correct step placement of new hires.

**SOME MANAGEMENT PROPOSALS THAT YOUR WSNA TEAM FOUGHT OFF:**

**Short-Term Disability.** Providence proposed to eliminate EIB, to reduce PTO for many nurses and to force nurses into a subpar Short-Term Disability Plan. **YOUR WSNA BARGAINING TEAM FOUGHT OFF THIS PROPOSAL.**

**Pay for Performance.** Providence proposed that most of any annual wage increase, except for a very small part, would be contingent upon meeting departmental performance goals. **YOUR WSNA BARGAINING TEAM FOUGHT OFF THIS PROPOSAL.**

**Union Security.** Providence proposed to eliminate the union security clause in an attempt to weaken your collective voice and to undermine WSNA's ability to advocate on your behalf. **YOUR WSNA BARGAINING TEAM FOUGHT OFF THIS PROPOSAL.**

**Grievance Procedure.** Providence proposed language that would have made it harder for nurses to file grievances. **YOUR WSNA BARGAINING TEAM FOUGHT OFF THIS PROPOSAL.**

**Recognition of Experience.** Providence proposed that it be able to place new hires lower on the wage scale that they are required to under the current CBA. **YOUR WSNA BARGAINING TEAM FOUGHT OFF THIS PROPOSAL.**

**Part-Time Nurse Premium in Lieu of Benefits Option.** Providence proposed to eliminate the option for part-time nurses to choose a 14% premium in lieu of benefits. **YOUR WSNA BARGAINING TEAM FOUGHT OFF THIS PROPOSAL.**

**Supplemental Nurses.** Providence proposed to reduce the supplemental premium to 10% and to greatly expand the work requirements of supplemental nurses, including working holidays, working at least 50% of shifts on nights and participating in mandatory call with units that have call. **YOUR WSNA BARGAINING TEAM FOUGHT OFF THESE PROPOSALS.**

**Variable Shifts.** Providence proposed that it be able to post positions with variable shifts. **YOUR WSNA BARGAINING TEAM FOUGHT OFF THIS PROPOSAL.**

**Mandatory Call.** Providence proposed that nurses who work on units with mandatory call be forced to come on a day off to fill unexpected vacancies. **YOUR WSNA BARGAINING TEAM FOUGHT OFF THIS PROPOSAL.**

**Mandatory Shift Rotation.** Providence proposed that it be able to force more nurses to be subject to mandatory shift rotation. **YOUR WSNA BARGAINING TEAM FOUGHT OFF THIS PROPOSAL.**

**Work on Day Off.** Providence propose to eliminate the provision that requires it to pay 1 1/2x to full-time nurses who work on their day off. **YOUR WSNA BARGAINING TEAM FOUGHT OFF THIS PROPOSAL.**