*** We have a Tentative Agreement on a contract! ***

Your Bargaining Team has reached a Tentative Agreement with the hospital. The Team believes the Tentative Agreement meets the objectives of (1) recognizing the contributions of nurses at this hospital and (2) preserving important benefits including paid leave and insurance and (3) enabling the hospital to recruit and retain dedicated nurses.

SUMMARY OF 2019 TENTATIVE AGREEMENT

Historic Wage Increases
Upon Ratification – 3%
8/1/20 – 3%
8/1/21 – 3%

Ratification Bonus
Nurses with an FTE of 0.9 or higher who are employed at SCH as of 8/1/19, and at the time of the payment of the bonus, will receive a 1-time bonus of $375. Nurses below a 0.9 FTE will receive a pro-rated bonus. For the purpose of this bonus, per diem nurses will be treated as a 0.2 FTE.

Paid Leave
We are pleased to announce that our new contract maintains the status quo on leave accruals and caps. The hospital had pushed hard to move us to the leave system used by the rest of the hospital that relies on Short Term Income Replacement (AKA Short Term Disability). You spoke and we listened! The overwhelming majority of you wanted to maintain the current annual leave/sick leave system. We are happy to report that we accomplished that goal. Please note that as of 1/1/20, you will be eligible for leave benefits under the Washington Paid Family and Leave Act in addition to your employer-provided leave. This program is a state administered program that is funded by premiums paid by both employers and employees. You will soon see your share of the premiums deducted from your paycheck as required by law. To learn more about the program, please visit: https://www.paidleave.wa.gov/

Health Insurance
We are also proud to announce that we have held on to our insurance benefits with the nurse's share of the premiums paid by the employer. Your bargaining team believes that employer-paid insurance premiums is an important tool to recruiting and retaining dedicated nurses. The team fought hard to preserve this benefit and the agreement to maintain the employer's contribution was reached on the very last day of negotiations.

Communicable Disease
A nurse who is not permitted to work as a result of exposure to a communicable disease while at work will no longer lose pay or benefits. The nurse will be placed on paid administrative leave until the nurse is able to come back to work.

Benefits-eligible part-time nurses
Nurses with less than a 0.6 FTE will no longer be eligible for benefits. However, any current nurse with less than a 0.6 FTE who is receiving benefits or pay in lieu of benefits will be eligible to receive the 15% pay in lieu of benefits premium. In addition, the employer has committed to working with those current nurses with FTEs below 0.6 FTE to find benefits-eligible positions in the event the affected nurses wish to maintain their benefits.

On Call (Standby) Pay
The standby premium will increase from $4.00 to $4.25 per hour. Also, nurses who are called in shall report within the timelines in your department's guidelines.

Charge Nurse Premium
The charge nurse premium will increase from $2.75 to $3.25. additionally, the premium for the relief charge nurse will increase from $2.00 to $2.50.

Preceptor Pay
Preceptor Pay will increase from $1.50 to $3.00.

Transport Team/Airlift Premium
Nurses who are part of the Independent Transport Team will continue to receive a $4.00/hour premium. Airlift nurses will also receive the $4.00/hour premium if the Airlift Nurse is either (1) part of a team that includes the Independent Transport Team or (2) part of a team that is transporting a neonatal case.

Staffing
The new contract will have language that strengthens the UBSCs and the Housewide Staffing Committee. This language will give nurses a greater voice into the development and implementation of the hospital's staffing plan. In addition, the new contract will have language that clarifies that nurses can (1) bring any immediate workload/staffing problem to the attention of a charge nurse, supervisor or Nurse Manager and (2) file a complaint with a supervisor, manager and/or the Housewide Staffing Committee. WSNA encourages nurses to file these complaints both to protect your license as well as advocating for improved staffing. Nurses may file complaints at any time and in any format. However, you are encouraged to file the complaints as soon as possible and through the electronic Assignment Despite
Objection (ADO) form found at https://www.wsna.org/union/ado.

No Pay Protection Plan
The No Pay Protection Plan that is currently in effect for nurses in the Acute Care, Critical Care and Emergency Departments is expanded housewide. Nurses will be able to opt into the program and, with 12 weeks notice, opt out of the program. Nurses will continue to be eligible for a 1-time deposit of 12 hours upon the nurse's initial opt in. Nurses who are considering opting in or out of the program are encouraged to read the Memorandum of Understanding stating the details of the plan.

Reduction in Force
The list of nursing units in the reduction in force section is updated. Airlift will now be part of the group that includes Intensive Care. The Cath Lab and the ORs will be separate units and the ED and Urgent Care will be separate units.

Workplace Violence
The employer will comply with all applicable laws regarding workplace violence including the recent amendments from the 2019 Legislative Session.

Overtime/Meal and Rest Breaks
The contract will contain updated language to comply with recent changes to overtime and meal/rest break laws including the right to an uninterrupted rest break.

Baylor Positions
A Nurse in Baylor positions who does not work the straight-time position as a result of an employer-initiated change will now be eligible for the time-and-a-half rate for hours worked on the Baylor weekend.

Longevity Night Shift Bonus
Nurses who work at least 75% of their shifts on the night shift for 2 or more years are eligible for an additional 50 cents at the end of the year. Nurses are encouraged to read the details of this program in Section 9.1.1 of the new contract.

Per Diem Just Cause
Just cause is arguably the most important provision of our union contract. This is what protects us from arbitrary or unfair disciplines. Under the new contract, the just cause protection will be extended to per diem nurses.

This contract is recommended by your bargaining team: Edna Cortez (PACU), Lindsey Kirsch (ED), Diane Gates (PICU), Nancy Wilder (PACU), Ross Beaulaurier (Surgical RC5), Samantha Forte (Acute Care Float), Elizabeth Gideon (Rehab), Shaina Lawson (NICU), Sarah Munro (Bellevue Surg Center) Jennifer Pease (Bellevue Sug Center) Maria Sixto (Airlift NW) and Kara Yates (Medical).

The VOTE to ratify this contract will occur on October 9 at the following times/rooms:

0730-0930: Anna Clise Board Room on River 3
1100-1330: Bellevue, Room 1113
1430-1600: Small Dining Room (SDR) 3, on Ocean 7
1800-2100: Small Dining Room (SDR) 3, on Ocean 7

You must be a WSNA Member in good standing to vote on the contract.

YOU ARE WSNA!!

Sara Frey, WSNA Nurse Representative at 206-575-7979, ext. 3039 or sfrey@wsna.org