

YOUR TEAM RECOMMENDS A YES VOTE!
WSNA/PeaceHealth Southwest Medical Center
2017 Contract Proposal Highlights

Your Negotiating Team has reached a Tentative Agreement with PHSW. The Tentative Agreement includes many improvements, including significant increases in compensation, fair share membership, improved staffing language, and many other contract improvements. Of equal importance, the Tentative Agreement does not include *any* major takeaways.

PHSW's management should be thanked for their willingness to collaborate on a fair adjustment of wages. PHSW RNs will see a twelve and a half percent (12 ½%) wage increase over 3 years. That said, these improvements were achieved because of you—the proud, strong RNs of PHSW who joined together to let management hear your united voice. **The Negotiating Team recommends a Yes Vote.** Highlights of the Agreement include:

ECONOMIC IMPROVEMENTS

- **Four (4%) Percent:** Across the board wage increase, effective first pay period after ratification and paid retroactively to March 1, 2017.
- **Four and a Quarter (4.25%) Percent:** Effective January 2018.
- **Four and a Quarter (4.25%) Percent:** Effective January 2019.
- **Incentive Pay Pilot Program:** RNs will receive an extra \$18.00 per hour for management designated extra shifts.
- **On Call Pay:** Increased from \$3.55 to \$4.10. (Art. 11.8.2)
- **Relief Charge Nurse Differential:** Increased from \$2.35 to \$2.50. (Art. 14.1)
- **Increased Evening Shift Differential:** Increased from \$5.60 to \$5.70. (Art. 14.2)
- **Preceptor Premium:** Increased from \$1.75 to \$2.00. (Art. 14.3)
- **Pay in Lieu of Benefits:** All relief and per diem RNs, to receive an increase from \$1 or \$3 per hour to fifteen percent (15%) of their base pay. (Art. 14.6) (Per Diem B's are going back to being called "relief"). Part time nurses under .5 FTE also receive 15% premium and have schedules protected.
- **Extended Illness Bank:** Preserved as is – a major point of contention.
- **Step Advancement:** Nurses who work less than full time will now advance steps on their anniversary date, rather than having to meet the 1,248-hour requirement.
- **Improved Parity Language:** A broader scope of experience beyond acute care may be considered in step placement.
- **PTO Rate:** Shift differentials will now be added to base rate for the holiday PTO pay when taken.

CONTRACT LANGUAGE IMPROVEMENTS

- **Fair Share Membership:** *All* new hire RNs will either join or pay fair share membership fees, greatly expanding your future strength to have your voices heard! (Art. 3.1)
- **Adoption Of Minimum Six Week Schedules:** Allowing more control over your personal life. (Art. 11.2.1)

- **Eliminates Intermittent Break Language:** Language *now* requires management to provide three fifteen minute block breaks for 12 hr nurses (two block breaks for 8 hr nurses) rather than force nurses to take breaks in small time increments. (Art.11.3)
- **Shift Differential:** Slightly revised hours which will produce minor improvement in pay for day charge nurses.
- **Improved Staffing Language:** Management is required to maintain staffing levels which provide safe patient care, allows for meal and rest breaks, allows RNs to get their PTO and except in emergent circumstances maintain nurse staffing ratios matrices.
- **Improved Staffing Committee Language:** Greatly strengthens RN's voice on the staffing committee to take advantage of the New Washington State Nurse Staffing Statute, and a more effective Nurse Staffing Concern Form.
- **Limited Successorship Language:** Some protection of RN's representation rights if there is a future change of ownership. (Art. 20.5)
- **Improved Job Posting:** Clarified and stronger job posting procedures. Transfers limited to twice per rolling year. (Art. 10.6)
- **New Discipline Procedure:** New procedure provides for third written warning rather than suspension, and preserves non-grievable first warning's for later challenge if necessary. (Art. 8.2.1.1)
- **Improved Grievance Procedure:** More time to file grievances and association grievances allowed. (Art. 22)
- **ARNP Improvements:** Nurse Practitioners shall receive 5 days per year for required CME and up to \$2500 per year plus the cost of Professional Licenses.
- **Off Site RNs:** Will not be required to float to the hospital. (Art. 6.2.3.2)