



WSNA – Summary of Tentative Agreement with PHSW

Ratification May 5, 2021

- 3% raise retroactive to the first pay period in March plus a \$500 signing bonus. There will be a second \$500 bonus on 8/31 for any nurses who were employed as of ratification and still working at PHSW on 8/31/21. Another 3% in 8 months in Jan. 2022, and another 3% in Jan. 2023.
- New Step 32
- A CES1 differential of \$20/hour may be paid for a shift after the schedule has been posted, as designated by the Medical Center as a CES eligible shift. A CES2 differential of \$27/hour may be paid for a pre-planned shift, as designated by the Medical Center for shifts known more than 72-hours in advance of the shift start time. Eligibility criteria remains the same.
- 17% increase to call pay (\$4.80)
- 25% increase to holiday call pay (\$6.00)
- 20% increase to relief charge (\$3.00)
- 16.7% increase to resource (\$3.50)
- Night differential increased to \$6.00 upon ratification, increased to \$6.25 in March 2022
- Mandatory call age reduced to 64
- No cap on maximum PTO accrual – PTO now accrues on OT and PTO payouts as well
- Short-rest now 10 hours or less
- RNs will not be scheduled on consecutive weekends except by mutual agreement. Weekend bonus will apply if an RN has to work on consecutive weekends/weekend shifts under that situation.
- Nurses can only be floated outside of their clinical grouping if they have volunteered.
- Any nurse floated outside of their clinical grouping will receive \$1.50 float differential.
- Delays in start times will not be by more than three hours. If management needs a nurse to come in early, they will first seek volunteers. If no one volunteers, management will not ask a nurse to come in more than one hour early. A nurse who comes in early will not be floated outside of their clinical grouping.
- RNs whose unit closes on holidays and who aren't on-call may elect to use PTO to cover the time.
- Certification premium (\$1.50) will now apply to any RN with a current certification, regardless of whether it applies to their department's patient population.
- MSNs or other qualified masters nursing degrees now qualify for \$1.50/hour premium pay; DPNs or other qualified doctorate nursing degrees now qualify for \$2/hour premium pay. BSNs continue to qualify for \$1/hour premium pay.
- Union portion of new employee orientation increased by 50% to 45 minutes.
- In low census rotation, language now reads, "RNs who would be working an extra shift in rotation as set forth in 10.5.3."; it used to read, "RNs who would be working an extra shift or in excess of their status hours in rotation as set forth in 10.5.3."
- Less arduous for RNs to drop up to 2 shifts/pay period; this decrease can happen once per 6 months; RN can't drop below .5 FTE.
- Minimum two hours will be paid for in-person mandatory meetings, trainings or lectures.