

WSNA-St. Clare's

Summary of the Tentative Agreement

The WSNA Bargaining Team recommends a “YES” vote

In-person voting on Friday, 1/28 from 6:00 a.m. to 8:00 p.m. in the Resource Building.

- Across the board wage **increases of 11%** effective the first full pay period following ratification (that is, 2/6/22); **4% wage increases** effective the first full pay period following 2/1/23; **4% wage increases** effective the first full pay period following 2/1/24.
- **No more Step 17, 21, or 23 “ghost steps” *effective first pay period following 2/1/23***: these steps on the wage scale will now be filled in – Step 17, 21, and 23 will exist independently from the preceding step. ***Wage scales with new steps and all increases will be available shortly***
- Increase to **per diem differential: now 15%** above wage schedule (was 12%). Plus the across the board wage increase, provides for a **14% wage increase for per diems**.
 - Any per diem discharge that violates Equal Opportunity provisions in Article 6.1 will be subject to the grievance and arbitration procedure.
 - Hospital will provide written explanation for per diem discharges upon request.
- **\$1,500 bonus** prorated by FTE (.9 FTEs will be considered 1.0 for purposes of this bonus; per diem and supplemental part-time nurses will be considered .2), paid two pay periods after ratification.
 - **Note:** The bargaining team proposed \$2,500 – the same amount that St. Joe’s received. However, the St. Joe’s tentative agreement was ratified nearly two months after the expiration of the contract, meaning the St. Joe’s nurses didn’t get the benefit of the 11% raises for 8 weeks. What we will earn (depending on FTE) as a result of the 11% raise (which also impacts PTO, retirement benefits, etc.) ends up being more than the \$1,000 difference in the bonus.
- **Night shift differential increases to \$4.75/hour** (an 11.8% increase).
- **Stand-by/Call-back**
 - **Stand-by pay increases to \$4.25/hour** up to 60 hours per pay period (a 6.25% increase); for stand-by hours of **60 and above, \$5.50/hour** (a 25% increase).
 - NEW – **Holiday call-back pay to be paid at double-time** for a minimum of three hours.
 - NEW – RNs on-call who receive telephone calls related to patient care but aren’t called in will receive the appropriate rate of pay in addition to stand-by pay for a minimum of 15 minutes.
- NEW – **BSN/MSN differential**. Effective first full pay period after 5/1/22, nurses with a BSN, MSN, or another equivalent advanced degree in nursing will receive a differential of \$1.00/hour for all compensated hours.
- **Charge nurse pay increases to \$2.75/hour** (a 10% increase).

- **Credit for LPN Experience:** RNs hired with “continuous recent experience” as a LPN at an acute care facility will be credited for one year for two years as an LPN. Each RN who started at the Hospital with LPN experience within the last five (5) years will have until May 1, 2022 to bring forward employment history and review and object to the credited amount of experience.
- **NEW – No retaliation for missed meal/rest breaks** – any nurse who documents a missed meal/rest break (whether in Kronos, an ADO, or in any other way) will not be subject to retaliation or intimidation.
- **NEW – Tracking of missed meal/rest breaks** – Nurse Staffing Committee will now review reports of missed meal/rest breaks regularly, including breakdowns by unit and shift.
- **NEW - ADO “buddies”:** When a manager is going to discuss an ADO with the nurse who filed it, the nurse may bring another nurse of their choice to the discussion on working time. Neither the ADO nor the manager’s response will be placed in the nurse’s personnel file.
- **Floating:** Travelers float first; and then full-time, part-time, and per diem nurses will float (previously, per diem RNs floated after travelers and before full-time and part-time). Nurses who sign up above core staffing will float by rotation as well.
- **Safety Committee:** The Safety Committee will discuss and review possible solutions to parking lot safety, including adding additional cameras in staff parking lots no later than January 31, 2025.
- **Duration:** this Agreement lasts until January 31, 2025.