



## WSNA and PEACEHEALTH ST. JOSEPH BELLINGHAM

### TENTATIVE AGREEMENT SUMMARY Timekeeping and Extended Illness Banks

WSNA recently reached a tentative agreement over changes to timekeeping practices at all PeaceHealth facilities. At your facility, WSNA also reached an agreement giving you automatic access to EIB when you're isolating with COVID at management's direction. This summary explains the changes made to timekeeping practices and EIB.

**Background:** In March 2023, PeaceHealth changed timekeeping practices at each of its facilities by moving from a rounding system to a minute-by-minute system. In May 2023, PeaceHealth stopped permitting RNs to use EIB immediately to cover time off after they tested positive for COVID, forcing RNs to use PTO before accessing EIB.

#### **Timekeeping MOU Terms:**

- PeaceHealth's commitments:
  - PeaceHealth will meet its duty to bargain before making changes to your wages, hours, and working conditions, including timekeeping practices and overtime wages and rates. They will avoid making changes to those subjects between contract terms wherever possible.
  - PeaceHealth will not implement changes to your wages, hours, or working conditions without reaching an agreement with WSNA as your bargaining representative.
  - PeaceHealth will compensate nurses for all hours worked, including hours worked beyond your scheduled shift.
  - PeaceHealth will pay the appropriate premiums as provided in your contract for all hours worked.
- Discipline:
  - You will not be subject to discipline for clocking in early or clocking out late when your work expectations require you to do so. In other words, if you need to clock in early to make it to your huddle or clock out late because a patient needed care, you will not be penalized for working beyond your scheduled shift.
  - You will not be subject to discipline for failing to document the reason you clocked in early or clocked out late when your reason for doing so was based on your unit's work expectations. For example, if you need to don and doff PPE before your shift you will not need to document that reason for clocking in early or clocking out late.
  - If you have been disciplined for clocking in early, clocking out late, or failing to document either since March 12, 2023, PeaceHealth will not be able to use that discipline against you under the contract.
- PTO:
  - If you worked below your FTE, you do not need to use PTO to make up time unless you wish to do so.
  - At the end of a pay period, if you are below your budgeted FTE by less than 30 minutes because of minute-by-minute timekeeping, you may use either paid or unpaid time off to make up the gap for the purposes of benefits.
  - If PeaceHealth already used incremental PTO to cover your clock-ins and clock-outs you will receive notice from them within 30 days of our vote. You'll then have 45 days to let PeaceHealth know if you want to pay back that PTO and replace it with unpaid time off.
- All of the above terms apply retroactively to March 12, 2023.

#### **EIB Changes:**

- Effective September 13, 2023, RNS directed by Occupational Health to quarantine at home may use EIB to cover their absence immediately and will no longer need to use PTO first.

Your bargaining team recommends you vote **YES** and ratify these changes, which will help make RNs whole after PeaceHealth changed our timekeeping practices, ensure you're paid for every minute you work moving forward, and preserve your PTO if you test positive for COVID and need to stay home. **Questions? Reach out to your bargaining team or your WSNA Nurse Rep for more details.**