

## WSNA - PeaceHealth St. Joseph Medical Center, Bellingham

### Contract Proposal Highlights

After fourteen full-day bargaining sessions, your Negotiating Team has reached a Tentative Agreement with SJMC. The Tentative Agreement contains many significant improvements, including increased compensation, improved staffing language, and much more.

**Of equal importance, the Tentative Agreement excludes management's proposed takeaways, including elimination of your EIB accrual, cuts to PTO caps, expansion of mandatory low census standby, extreme per diem requirements, cuts to education time, lengthy holds on transfers to new units, and the right to unilaterally change shift lengths.**

These improvements were achieved because of you – the proud, strong RNs of SJMC who joined together to let management hear your united voice.

### The Negotiating Team recommends a 'Yes' vote

Highlights include:

#### WAGES

- **Three Percent (3%):** Across the Board Wage Increase Effective First Pay Period After Ratification.
- **Increased MSN/Phd/DNP Differential:** Increase from \$1.00 to \$1.25 per hour. (Article 8.8)
- **Retroactive Payment of Wage Increases:** Payable after ratification of the Agreement to the date the CBA expired (March 31, 2019).
- **Increased Certification Premium:** Increase from \$1.10 to \$1.25 per hour. (Article 8.7)
- **Three Percent (3%):** Across the Board Wage Increases Effective First Pay Period After January 1, 2020.
- **Payment for Education Preparation Time:** Time for preparation now covered for pay! (Article 12.5)
- **Three Percent (3%):** Across the Board Wage Increases Effective First Pay Period After January 1, 2021.
- **Float Pool Premium:** Increase from \$2.00 to \$2.75. (Article 8.11)
- **New Step 28:** New Step 28, including retro for the new step.
- **Float Premium (non-float pool):** For floating outside cluster, non-float pool nurses will receive \$1.00/hour! (New)
- **Increased NTL Premium:** Increased from \$2.50 to \$2.75 per hour. (Article 8.4)
- **Overtime:** While all contractual overtime is guaranteed, such overtime can be credited for over 40-hour statutory overtime earned later in a workweek. (Article 7.6)
- **Increased Relief NTL Premium:** Increased from \$2.00 to \$2.50 per hour (Article 8.4)
- **Hospice House and Community Charge Nurses:** \$2.00 to \$2.75 per hour. (Hospice MOU)
- **Increased BSN Differential:** Increase from \$1.00 to \$1.25 per hour. (Article 8.8)

- **Work on Day Off:** Nurses working a .9 FTE and above who fail to work their FTE due to an unscheduled call in the same week as an extra shift will not receive overtime. Low census, education and prescheduled time off does not impact overtime. (Article 7.9)

### **PTO/EIB**

- **Retain EIB/PTO:** Fought Off Management's demand to end EIB accrual, alter PTO accrual and cut PTO CAPS! (Articles 9 and 10)
- **Family Leave Benefit:** As an additional benefit, all employees will also be covered by PeaceHealth's voluntary Paid Family Leave Plan which provides short term disability protection for illness and injuries! (Article 14.5)

### **OTHER KEY CONTRACT CHANGES**

- **Staffing Committee:** Major changes to Staffing Committee assuring equal WSNA representation, the presence of a WSNA representative, and votes on all changes to staffing plans. (Article 18)
- **Minimum Staffing Standards:** Management Agreement that staff shall be sufficient to:
  - a. Provide staffing levels that enable RNs the opportunity to receive meal and rest breaks.
  - b. Provide staffing levels that enable RNs to utilize their accrued paid time off.
  - c. Except in emergent circumstances, refrain from assigning RNs to provide care to more patients than anticipated by the agreed staffing matrix and relevant safety requirements.
- **Scheduling Dates:** Requests for time off, and other related dates moved back to the first of the month with earlier schedule posting date. (Article 5.4.2, 7.11).
- **Restructure:** Number of nurses allowed to switch to per diem in restructure limited to 10% of the unit.
- **Hospice Per Diem Requirements:** Now covered by more generous standard in main Agreement. (Hospice MOU)
- **Hospice Pilot After Hours Program:** Six-month test of new hours for After Hours Hospice nurses. (Hospice MOU)
- **NTLS:** Will perform two shifts per month subject to adequate staffing levels. (Art. 5.2.2)
- **Job Posting:** Posting period expanded to 7 days. (Article 13.2)
- **Bereavement Leave:** Expanded definition of family extend benefit. (Article 12.8)
- **Lactation:** New mothers to be provided with private spaces including clean water source and refrigeration. (Article 3.4.1)
- **Successorship:** Important contract protection requiring notice and an opportunity to act ahead of merger or sale. (NEW)
- **Workplace Violence:** Language to assure that nurses voices are heard in Workplace Violence Committee now required under new State Law backed by WSNA. (NEW)

While this Agreement includes several small concessions to management, your Committee believes that this is a strong Agreement which will improve and protect our professional lives. EIB and PTO are fully protected. In addition to the above, numerous minor contract changes, clarifications and language clean-ups are in the proposal. The Association encourages all RNs to take time to review the full Draft Proposed Agreements which will be available at the ratification.

**Your Bargaining Team Recommends a YES vote on September 13!**