

VOTE!

WHAT IS INCLUDED IN THE CONTRACT

Salary Increases of 3% upon ratification, 3.5% on Nov. 1, 2019 and 3% on Nov. 1, 2020.

Ratification bonus, prorated by FTE (0.9 FTE = 100% bonus)

Steps 1-15: \$1,100; Steps 16-30: \$1,300. Supplemental part-time and per diems will get 0.2 FTE as per above.

Walters Protections for Walters OR nurses hired before Jan. 1, 2015 against cross-training to Main OR.

Per diems Implement pay increases at the same time as implementation of new work requirements.

Staffing Nurses who pick up extra shifts will receive a \$5 per hour incentive when a department has above 3% overtime for all paid hours for two consecutive pay periods. Nurses with 0.6 FTE and above are eligible for this premium. The incentive periods are from January 1 – April 30 and July 1 – August 31 of each year.

Supplemental part-time nurses Current nurses will be grandfathered and protected from any reductions in premiums.

You will no longer have to use your prescheduled PTO if you have worked your FTE for the week.

Workplace violence protection Ensures RN input on the Medical Center's Safety Committee to oversee policies, practices and responses regarding acts of violence.

Travelers Conference Committee meets every August to discuss hiring of travelers.

WHAT'S NOT INCLUDED IN THE CONTRACT

Retro pay Employer rejected full retro pay. The increased ratification bonus closes the gap between retro pay and the bonus, but it is not full retro pay.

Staffing Employer rejected our proposal of \$15 per hour incentive pay for every extra shift worked.

Salary Employer rejected our proposal for higher wages.

WHAT HAPPENS NEXT?

CONTRACT RATIFICATION VOTE

Thursday, June 13. You must be present between **6-9 a.m., 10 a.m-1 p.m., 2-5 p.m., or 5:30-8:30 p.m.**

Yes

Of the WSNA members who cast ballots, if 50% + 1 vote in favor of ratification, the contract will become effective immediately. Raises and bonuses will be paid on either the first or second pay period following ratification.

No

If the membership votes to reject the tentative agreement, WSNA will immediately begin the process of scheduling a strike authorization vote.