

YOUR BARGAINING TEAM RECOMMENDS A 'YES' VOTE

**WSNA/ ST. LUKE'S REHABILITATION INSTITUTE
GENERAL SUMMARY AND HIGHLIGHTS**

Vote Date: October 19, 2018

TERM: Contract will expire on March 31, 2018.

WAGES: For the first time ever, all bargaining unit employees will receive **GUARANTEED** annual across-the-board wage increases in each year of the contract, in the following amounts:

3% (First full pay period following ratification)

3% (3/31/19)

2% (3/31/20)

STEPS: In addition to the wage increases described above, the percentage amount of the step increases at Steps 10-30 for RN IIs, RN IIIs, Infection Control Nurses, Wound Care Nurses, Diabetic Educators, Clinical Consultants, Case Managers and Social Workers have been increased because the upper steps were further behind the market than the lower steps. This means that employees in these classifications and between Steps 10-30 will see total wage increases (the 3% wage increase plus the effect of the step increases) anywhere from **3.5% to over 12%** soon after ratification.

BONUS: Regular full-time and part-time nurses who are employed on the date of ratification and the date of payout will be paid a one-time lump sum bonus **\$400.00**, pro-rated based on the nurse's FTE, less applicable deductions and withholdings.
Per diem nurses who are employed on the date of ratification and the date of payout will be paid a one-time lump sum bonus of **\$100.00**, less applicable deductions and withholdings.

PREMIUMS AND OTHER COMPENSATION:

MSN Premium [New]. Nurses who have a MSN premium shall receive a premium of \$1.00 per hour.

Extra Shift Premium. Case Managers and Clinical Consultants who work an extra shift shall be paid \$340 for a full shift (\$170 for ½ shift). Social Workers who work an extra shift shall be paid \$270 for a full shift (\$135 for ½ shift).

Paid Education Leave [NEW]. Full-time nurses will receive between 8 and 12 hours of paid education leave to attend job-related professional and educational meetings per year. Part-time nurses will have the hours pro-rated.

WORKPLACE ISSUES:

Staffing. New language giving nurses much more input into staffing decisions. The staffing committee will be held at least monthly and will contain nurses from each patient care area. The WSNA Nurse Representative may attend staffing committee meetings. Existing staffing plans may not be changed without going through the committee. Nurses may file staffing complaints with the committee.

Rest and Meal Periods. New language stating that no nurse shall be forced to take intermittent breaks.

Layoff. We secured many improvements to the layoff language which previously did not give employees much protection or many options. Now, employees who face even a partial reduction in hours have layoff protection. Employees who face layoff have the option of “bumping” less senior employees provided they are able to become qualified with 4 weeks of orientation.

Diabetic Educator, Infection Control Nurse, Wound Care Nurse. These classifications will now be considered “non-exempt” employees and will be paid hourly and be eligible for daily overtime.

Health Benefits. New language requiring the Employer to bargain over any material changes to health benefits.

Paid Sick Leave. Enhancements have been made to PTO and EIB because of the new Washington State Paid Sick Leave Law. Now, the Employer cannot require verification for paid sick leave of three days or less or enforce an “absenteeism” policy for sick leave taken pursuant to the paid sick leave law. Per Diem nurses will now accrue paid sick leave. PTO and EIB that is taken pursuant to the paid sick leave law will be paid at the regular rate of pay (i.e., including premium and differentials, etc.) rather than the base rate of pay.

Vacation Requests. Management proposed increasing the response time to PTO requests by two weeks, We agreed to increase the response time by one week.

RN I	Current Wages	ratification (3%)	3/31/19 (3%)	3/31/20 (2%)	% increase at ratification
Base	\$29.17	30.05	30.95	31.57	3.0%
1	\$29.85	30.75	31.67	32.30	3.0%
2	\$30.56	31.48	32.42	33.07	3.0%
3	\$31.28	32.22	33.18	33.85	3.0%
4	\$32.02	32.98	33.97	34.65	3.0%
5	\$32.79	33.77	34.79	35.48	3.0%
6	\$33.44	34.44	35.48	36.19	3.0%
7	\$34.12	35.14	36.20	36.92	3.0%
8	\$34.81	35.85	36.93	37.67	3.0%
9	\$35.51	36.58	37.67	38.43	3.0%
10	\$36.24	37.33	38.45	39.22	3.0%
11	\$36.24	37.33	38.45	39.22	3.0%
12	\$36.83	37.93	39.07	39.85	3.0%
13	\$36.83	37.93	39.07	39.85	3.0%
14	\$37.44	38.56	39.72	40.51	3.0%
15	\$37.44	38.56	39.72	40.51	3.0%
16	\$38.06	39.20	40.38	41.19	3.0%
17	\$38.06	39.20	40.38	41.19	3.0%
18	\$38.69	39.85	41.05	41.87	3.0%
19	\$38.69	39.85	41.05	41.87	3.0%
20	\$39.34	40.52	41.74	42.57	3.0%
21	\$39.34	40.52	41.74	42.57	3.0%
22	\$39.99	41.19	42.43	43.27	3.0%
23	\$39.99	41.19	42.43	43.27	3.0%
24	\$40.66	41.88	43.14	44.00	3.0%
25	\$40.66	41.88	43.14	44.00	3.0%
26	\$41.35	42.59	43.87	44.75	3.0%
27	\$41.35	42.59	43.87	44.75	3.0%
28	\$42.04	43.30	44.60	45.49	3.0%
29	\$42.04	43.30	44.60	45.49	3.0%
30	\$42.75	44.03	45.35	46.26	3.0%

RN II	Current Wage	ratification (3%)	3/31/19 (3%)	3/31/20 (2%)	% increase at ratification
Base	\$29.85	30.75	31.67	32.31	3.0%
1	\$30.55	31.47	32.41	33.06	3.0%
2	\$31.27	32.21	33.18	33.84	3.0%
3	\$32.02	32.98	33.97	34.65	3.0%
4	\$32.78	33.76	34.77	35.47	3.0%
5	\$33.57	34.58	35.62	36.33	3.0%
6	\$34.38	35.41	36.47	37.20	3.0%
7	\$35.22	36.28	37.37	38.12	3.0%
8	\$36.08	37.16	38.27	39.04	3.0%
9	\$36.97	38.08	39.22	40.01	3.0%
10	\$37.88	39.22	40.40	41.20	3.5%
11	\$37.88	39.22	40.40	41.20	3.5%
12	\$38.67	40.40	41.61	42.44	4.5%
13	\$38.67	40.40	41.61	42.44	4.5%
14	\$39.47	41.61	42.86	43.72	5.4%
15	\$39.47	41.61	42.86	43.72	5.4%
16	\$40.30	42.86	44.15	45.03	6.4%
17	\$40.30	42.86	44.15	45.03	6.4%
18	\$41.14	44.14	45.46	46.37	7.3%
19	\$41.14	44.14	45.46	46.37	7.3%
20	\$42.01	45.47	46.83	47.77	8.2%
21	\$42.01	45.47	46.83	47.77	8.2%
22	\$42.89	46.83	48.23	49.20	9.2%
23	\$42.89	46.83	48.23	49.20	9.2%
24	\$43.80	48.24	49.69	50.68	10.1%
25	\$43.80	48.24	49.69	50.68	10.1%
26	\$44.74	49.68	51.17	52.19	11.0%
27	\$44.74	49.68	51.17	52.19	11.0%
28	\$45.69	51.18	52.72	53.77	12.0%
29	\$45.69	51.18	52.72	53.77	12.0%
30	\$46.67	52.71	54.29	55.38	12.9%

RN III, ICRN, WCRN	Current Wages	ratification (3%)	3/31/19 (3%)	3/31/20 (2%)	% increase at ratification
Base	\$31.53	32.48	33.45	34.12	3.0%
1	\$32.25	33.22	34.22	34.90	3.0%
2	\$32.99	33.98	35.00	35.70	3.0%
3	\$33.76	34.77	35.81	36.53	3.0%
4	\$34.55	35.59	36.66	37.39	3.0%
5	\$35.36	36.42	37.51	38.26	3.0%
6	\$36.19	37.28	38.40	39.17	3.0%
7	\$37.05	38.16	39.30	40.09	3.0%
8	\$37.94	39.08	40.25	41.06	3.0%
9	\$38.85	40.02	41.22	42.05	3.0%
10	\$39.79	41.22	42.46	43.31	3.6%
11	\$39.79	41.22	42.46	43.31	3.6%
12	\$40.76	42.45	43.72	44.60	4.1%
13	\$40.76	42.45	43.72	44.60	4.1%
14	\$41.76	43.73	45.04	45.94	4.7%
15	\$41.76	43.73	45.04	45.94	4.7%
16	\$42.79	45.04	46.39	47.32	5.3%
17	\$42.79	45.04	46.39	47.32	5.3%
18	\$43.85	46.39	47.78	48.74	5.8%
19	\$43.85	46.39	47.78	48.74	5.8%
20	\$44.94	47.78	49.21	50.20	6.3%
21	\$44.94	47.78	49.21	50.20	6.3%
22	\$46.06	49.21	50.69	51.70	6.8%
23	\$46.06	49.21	50.69	51.70	6.8%
24	\$47.22	50.69	52.21	53.25	7.3%
25	\$47.22	50.69	52.21	53.25	7.3%
26	\$48.41	52.21	53.78	54.85	7.8%
27	\$48.41	52.21	53.78	54.85	7.8%
28	\$49.64	53.78	55.39	56.50	8.3%
29	\$49.64	53.78	55.39	56.50	8.3%
30	\$50.90	55.39	57.05	58.19	8.8%

Diabetic Educator	Current Wages	ratification (3%)	3/31/19 (3%)	3/31/20 (2%)	% increase at ratification
Base	\$27.72	28.55	29.41	29.99	3.0%
1	\$28.40	29.25	30.13	30.73	3.0%
2	\$29.10	29.97	30.87	31.49	3.0%
3	\$29.82	30.71	31.63	32.26	3.0%
4	\$30.57	31.49	32.43	33.08	3.0%
5	\$31.33	32.27	33.24	33.90	3.0%
6	\$32.12	33.08	34.07	34.75	3.0%
7	\$32.94	33.93	34.95	35.65	3.0%
8	\$33.77	34.78	35.82	36.54	3.0%
9	\$34.64	35.68	36.75	37.49	3.0%
10	\$35.53	36.75	37.85	38.61	3.4%
11	\$35.53	36.75	37.85	38.61	3.4%
12	\$37.44	38.59	39.75	40.54	3.1%
13	\$37.44	38.59	39.75	40.54	3.1%
14	\$38.39	39.74	40.93	41.75	3.5%
15	\$38.89	39.74	40.93	41.75	2.2%
16	\$39.36	40.94	42.17	43.01	4.0%
17	\$39.36	40.94	42.17	43.01	4.0%
18	\$40.36	42.17	43.44	44.30	4.5%
19	\$40.36	42.17	43.44	44.30	4.5%
20	\$41.39	43.43	44.73	45.63	4.9%
21	\$41.39	43.43	44.73	45.63	4.9%
22	\$42.45	44.43	45.76	46.68	4.7%
23	\$42.45	44.73	46.07	46.99	5.4%
24	\$43.54	46.07	47.45	48.40	5.8%
25	\$43.54	46.07	47.45	48.40	5.8%
26	\$44.67	47.46	48.88	49.86	6.2%
27	\$44.67	47.46	48.88	49.86	6.2%
28	\$45.83	48.88	50.35	51.35	6.7%
29	\$45.83	48.88	50.35	51.35	6.7%
30	\$47.03	50.35	51.86	52.90	7.1%

Clinical Consultant	Current Wages	ratification (3%)	3/31/19 (3%)	3/31/20 (2%)	% increase at ratification
Base	\$29.53	30.42	31.33	31.96	3.0%
1	\$30.25	31.16	32.09	32.74	3.0%
2	\$30.99	31.92	32.88	33.54	3.0%
3	\$31.76	32.71	33.69	34.37	3.0%
4	\$32.55	33.53	34.54	35.23	3.0%
5	\$33.36	34.36	35.39	36.10	3.0%
6	\$34.19	35.22	36.28	37.00	3.0%
7	\$35.05	36.10	37.18	37.93	3.0%
8	\$35.94	37.02	38.13	38.89	3.0%
9	\$36.85	37.96	39.10	39.88	3.0%
10	\$37.79	39.09	40.26	41.07	3.4%
11	\$37.79	39.09	40.26	41.07	3.4%
12	\$38.76	40.27	41.48	42.31	3.9%
13	\$38.76	40.27	41.48	42.31	3.9%
14	\$39.76	41.47	42.71	43.57	4.3%
15	\$39.76	41.47	42.71	43.57	4.3%
16	\$40.79	42.72	44.00	44.88	4.7%
17	\$40.79	42.72	44.00	44.88	4.7%
18	\$41.85	44.00	45.32	46.23	5.1%
19	\$41.85	44.00	45.32	46.23	5.1%
20	\$42.94	45.32	46.68	47.61	5.5%
21	\$42.94	45.32	46.68	47.61	5.5%
22	\$44.06	46.68	48.08	49.04	5.9%
23	\$44.06	46.68	48.08	49.04	5.9%
24	\$45.22	48.08	49.52	50.51	6.3%
25	\$45.22	48.08	49.52	50.51	6.3%
26	\$46.41	49.52	51.01	52.03	6.7%
27	\$46.41	49.52	51.01	52.03	6.7%
28	\$47.64	51.01	52.54	53.59	7.1%
29	\$47.64	51.01	52.54	53.59	7.1%
30	\$48.90	52.54	54.12	55.20	7.4%

Case Manager	Current Wages	ratification (3%)	3/31/19 (3%)	3/31/20 (2%)	% increase at ratification
Base	\$29.40	30.28	31.19	31.81	3.0%
1	\$30.10	31.00	31.93	32.57	3.0%
2	\$30.82	31.74	32.69	33.35	3.0%
3	\$31.57	32.52	33.50	34.17	3.0%
4	\$32.33	33.30	34.30	34.98	3.0%
5	\$33.12	34.11	35.13	35.84	3.0%
6	\$33.94	34.96	36.01	36.73	3.0%
7	\$34.77	35.81	36.88	37.62	3.0%
8	\$35.64	36.71	37.81	38.57	3.0%
9	\$36.53	37.63	38.76	39.53	3.0%
10	\$37.44	38.75	39.91	40.71	3.5%
11	\$37.44	38.75	39.91	40.71	3.5%
12	\$39.39	40.69	41.91	42.75	3.3%
13	\$39.39	40.69	41.91	42.75	3.3%
14	\$40.36	41.91	43.17	44.03	3.8%
15	\$40.36	41.91	43.17	44.03	3.8%
16	\$41.36	43.17	44.47	45.35	4.4%
17	\$41.36	43.17	44.47	45.35	4.4%
18	\$42.39	44.47	45.80	46.72	4.9%
19	\$42.39	44.47	45.80	46.72	4.9%
20	\$43.45	45.80	47.17	48.12	5.4%
21	\$43.45	45.80	47.17	48.12	5.4%
22	\$44.54	47.17	48.59	49.56	5.9%
23	\$44.54	47.17	48.59	49.56	5.9%
24	\$45.67	48.59	50.05	51.05	6.4%
25	\$45.67	48.59	50.05	51.05	6.4%
26	\$46.83	50.05	51.55	52.58	6.9%
27	\$46.83	50.05	51.55	52.58	6.9%
28	\$48.03	51.55	53.10	54.16	7.3%
29	\$48.03	51.55	53.10	54.16	7.3%
30	\$49.26	53.09	54.68	55.78	7.8%

SW	current wages	ratification (3%)	3/31/19 (3%)	3/31/20 (2%)	% increase at ratification
Base	\$22.93	23.62	24.33	24.82	3.0%
1	\$23.33	24.03	24.75	25.25	3.0%
2	\$23.73	24.44	25.17	25.68	3.0%
3	\$24.15	24.87	25.62	26.13	3.0%
4	\$24.57	25.31	26.07	26.59	3.0%
5	\$25.00	25.75	26.52	27.05	3.0%
6	\$25.44	26.20	26.99	27.53	3.0%
7	\$25.89	26.67	27.47	28.02	3.0%
8	\$26.35	27.14	27.95	28.51	3.0%
9	\$26.81	27.61	28.44	29.01	3.0%
10	\$27.29	28.44	29.29	29.88	4.2%
11	\$27.29	28.44	29.29	29.88	4.2%
12	\$28.90	30.15	31.05	31.68	4.3%
13	\$28.90	30.15	31.05	31.68	4.3%
14	\$29.52	31.05	31.98	32.62	5.2%
15	\$29.52	31.05	31.98	32.62	5.2%
16	\$30.16	31.99	32.95	33.61	6.1%
17	\$30.16	31.99	32.95	33.61	6.1%
18	\$30.81	32.94	33.93	34.61	6.9%
19	\$30.81	32.94	33.93	34.61	6.9%
20	\$31.48	33.93	34.95	35.65	7.8%
21	\$31.48	33.93	34.95	35.65	7.8%
22	\$32.17	34.95	36.00	36.72	8.6%
23	\$32.17	34.95	36.00	36.72	8.6%
24	\$32.87	36.00	37.08	37.82	9.5%
25	\$32.87	36.00	37.08	37.82	9.5%
26	\$33.60	37.08	38.19	38.96	10.4%
27	\$33.60	37.08	38.19	38.96	10.4%
28	\$34.34	38.19	39.34	40.12	11.2%
29	\$34.34	38.19	39.34	40.12	11.2%
30	\$35.09	39.34	40.52	41.33	12.1%