

WSNA – Tacoma General Hospital Contract Proposal Highlights

With your unified voices and job actions supporting us, we have reached a Tentative Agreement (“TA”) that your Team unanimously recommends for ratification! Although we passionately argued and pressed for more, the Tentative Agreement makes major steps forward including: staffing ratios with a penalty, rejection of management’s outrageous rest break proposal, improved contract language, steady benefits, wages which track St. Joe’s, retroactive pay, retroactive gainsharing and a bonus check.

Since December 2015, we have conducted 19 bargaining sessions, including 4 with the assistance of a Federal mediator. After bargaining late into the night on Wednesday and Thursday, we reached this TA at 5:30 AM Friday, just before the strike vote was scheduled to begin. Management finally reversed course, stepped up and agreed to key proposals. Highlights include:

STAFFING RATIOS

For the first time in Washington State, your proposed TA includes maximum staffing ratios, with a \$5.00 per hour shift premium penalty for those forced to work above the ratios. The proposed ratios are as follows:

- Medical/Surgical units (includes Medical, Post Surgery, Med Oncology and Tele units): 1 RN 1 LPN Team 1:6-7 or 1 RN 1:5. **Charge nurses not included** in ratios for any unit.
- Progressive Care units (includes ACC, CCU, PHU and PCU): 1:4
- Critical Care (includes CVICU/MSICU/Neuro ICU): 1:1 or 1:2
- ED: 1:4
- OR: 1 RN Circulator; 1 Scrub; higher level cases may have a 2nd RN
- PACU: 1:2
- NICU: 1:2-3
- Birth Center: 1:1 or 1:2
- Women and Infant: 1:4 couplets
- Antepartum: 1:3 stable or 1:1 non-stable

The parties agree that the **condition of your patients** may require lower patient loads.

Except in med-surg, **the ratios pertain to RNs only.**

Charge nurses are not counted in the ratios, but if assigned direct patient care of 50% of the unit’s ratio or higher, may either relinquish charge duties in agreement with a manager, or receive the \$5.00 per hour ratio shift premium penalty.

Staffing ratios for other units will be set in the Staffing Committee.

TG has six months to implement these ratios.

There are exceptions for unscheduled absences and trips off the floor for transport or code responses.

As your Team, we were focused on staffing and pressed to the end for tighter ratios and higher penalties. We also had to fight off Tacoma General's rest break proposal, which would have ended our legal case seeking to ban break buddies, and punished you for taking any break! The above ratios are a great base upon which to propel our fight not only for RN staffing, but for our upcoming fight in the Staffing Committee to bring back support staff throughout the Hospital.

ECONOMICS

Wages (In addition to Yearly Steps- Art. 9.1):

The following closely Track St. Joseph's Wage Rates. Effective after the first full pay period in January 2017, nurses will receive a **Five Percent (5%) increase** (combination of Year One and Two below), **and three payments** for: (1) retroactive pay for the 3% raise due in 2016, (2) retroactive Gainsharing and (3) a ratification Bonus.

Year One – 2016: Three Percent (3%) Across the Board Increase Paid Retroactively

Year Two – 2017: Two Percent (2%) Across the Board Increase

Year Three – 2018: Two Percent (2%) Across the Board Increase

Year Four – 2019: Two Percent (2%) Across the Board Increase

Ratification Bonus (MOU): Two Thousand Dollars (\$2000), Prorated By FTE.

Gainsharing: Full Back Payments for all Gainsharing withheld by management for 2015 and 2016 (based on recent shift to quarterly payments) in **back pay**, plus Gainsharing will be paid going forward for the life of the Agreement.

Charge Nurse Premium - .25 cent Increase to \$2.50 per Hour.

BENEFITS

Flexible Benefits - Medical, Dental and Life (Art. 13.1): Retain existing plans, including PPO Plan, through life of Agreement with gradual premium increases (See Chart below), but other costs, such as deductibles, co-pays, co-insurance, out of pocket maximums etc., unchanged for the duration of the Agreement (end of 2019).

Benefits Subcommittee (New MOU): WSNA and TG Management to discuss insurance issues.

Defined Benefit Plan (“DB”) Pension (Art. 13.3): One additional year of service for DB participants who meet 1000 hour requirement for 2016.

CONTRACT LANGUAGE CHANGES AND IMPROVEMENTS

Union Bulletin Boards (Art 4.2): Expanded size (2 Feet by 3 Feet), use and access.

Clinical Services (Art. 5.12): The clinical groupings have been updated to reflect current practice:

The Family Birth Center and Women and Newborn will be in the same grouping, but this will not take place until one year after the ratification date of this Agreement (2018) and until a Subcommittee composed of WSNA nurses and management develop, implement and complete an agreed training program.

Probationary Nurses (Art. 5.8): One time extension of probation for 90 days only.

Equal Opportunity (Art. 6.1): Protection against discrimination for gender identity and genetic information.

Discipline (Art. 6.3): Allows nurses to **challenge verbal and written warnings after later discipline.**

Personnel File (Art. 6.7): Nurses have access to their personnel files per state regulation.

Exit Interview (Art. 6.7.1): To be granted on nurse’s request.

Job Postings (Art. 6.10): Once the decision is made to fill position, it must be posted in two weeks.

Layoff (Art. 7.3): Management to meet with WSNA within 7 days of an announced layoff.

Low Census Pay (Art. 7.7.3): Nurses will receive back pay if subject to low census out of order more than once in a pay period.

Grievance Procedure (Art. 14): Management required to meet within 14 days at Step 2.

Non-Benefited Nurses Time Off (Art. 9.4.2): Receive time off without pay consistent with PTO accrual rate.

PTO Pre-Approval (Art. 11.2.2): Pre-accrual PTO requests to be granted if PTO may be accrued by date of the requested time off.

Low Census/Travelers (MOU): When mandatory low census occurs, travelers will be retained but not counted towards the number of nurses to low census.

Education Fund (App. D): Allows use of education funds to learn the top five languages.

Legal Actions: WSNA will have the option to bring grievances arising since the Agreement expired to arbitration. WSNA will, if the Agreement ratifies, withdraw its pending Unfair Labor Practice cases.

Rather than drop its lawsuit (as demanded by management), WSNA will continue its rest break federal case against Tacoma General; in which we continue to fight for court enforcement of the Arbitrator's decision banning break buddies.

CONCLUSION

In addition to the above, there are numerous minor contract changes, clarifications and language corrections in the proposal. We recommend that all RN's take time to review the full draft Proposed Agreement which will be available at the ratification, and to get your questions answered.

You must be a member in good standing at the time of the vote. You must vote in person. No proxy or mail-in ballots will be allowed.

Your Bargaining Team Recommends a YES vote on January 4, 2017!

Come and VOTE!!

Where – Brigade Room

When – January 4, 2017

Times:

0800-1000

1300- 1700

1900-2100

	2017	2018	2019
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Member premiums/ payroll deductions (Without Health@Work savings)	Std PPO	Current	Increase all plans \$45	Increase plan \$40	Increase plan \$45
		EE only - \$45 EE & Sp - \$260 EE & Children - \$166 EE & Fam - \$368	EE only - \$90 EE & Sp - \$305 EE & Children - \$211 EE & Fam - \$413	EE only - \$130 EE & Sp - \$345 EE & Children - \$251 EE & Fam - \$453	EE only - \$175 EE & Sp - \$390 EE & Children - \$296 EE & Fam - \$498
	MCCN	EE only - \$30 EE & Sp - \$230 EE & Children - \$136 EE & Fam - \$310	EE only - \$30 EE & Sp - \$230 EE & Children - \$136 EE & Fam - \$310	EE only - \$30 EE & Sp - \$230 EE & Children - \$136 EE & Fam - \$310	EE only - \$30 EE & Sp - \$230 EE & Children - \$136 EE & Fam - \$310
HDHP	Current	Increase all plans \$45	Add Healthy @ Work savings (\$30 not reflected)	HSA/HRA contribution (\$800/\$1,600) dependent on wellness participation	
	EE only - \$0 EE & Sp - \$100 EE & Children - \$50 EE & Fam - \$150	EE only - \$45 EE & Sp - \$145 EE & Children - \$95 EE & Fam - \$195	EE only - \$75 EE & Sp - \$175 EE & Children - \$125 EE & Fam - \$225	EE only - \$75 EE & Sp - \$175 EE & Children - \$125 EE & Fam - \$225	