

WSNA – University of Washington Medical Center Contract Proposal Highlights

On December 17, after 10 direct bargaining sessions and 5 days of mediation, your Negotiating Team reached a Tentative Agreement with UWMC. The Tentative Agreement **includes** many **significant improvements**, including those on **compensation, staffing, and fair share membership**. Of equal importance, the Tentative Agreement **excludes; Management's proposed takeaways**, including **elimination of your 28/160 self-scheduling option, and imposition of mandatory low census (daily layoffs), house wide mandatory call, reduction in rest between shifts, and restrictions on vacation scheduling**.

As explained below, this Tentative Agreement is a major improvement not only from the beginning of negotiations, but since Management made its supposed last, best and final offer many months ago. It was achieved because of you – the proud, strong RNs of UWMC who joined together to let management hear your united voice. **The Negotiating Team recommends a Yes Vote.** Highlights include:

Wages – Two Year Agreement

- **Three (3) Percent Across The Board Wage Increase Effective On Ratification.**
- **Three (3) Percent Across The Board Wage Increases Effective July 1, 2016.**
- **Signing Bonus:** All RNs above a 0.6 FTE will receive a signing bonus of \$600. All RNs with an FTE of .6 or below will receive a signing bonus of \$300.
- **New Step 30:** The Addition of a Step 30 at the top of our negotiated wage scale - providing a 3% increase over the previous top step.
- **Certification Premium:** Increase from \$1.00 to \$1.25 per hour.
- **ECLS (ECMO) Premium:** \$4.00 Per Hour.
- **Vascular Access Premium:** \$4.00 Per Hour.
- **Masters Degree Step Increase:** Although some RNs might already be receiving this step, now *all* RNs shall receive a one-step pay increase for attaining a Masters in Nursing or Masters of Science in Nursing degree.

Staffing

Safe-Staffing Levels and Safe-Patient Loads are to be the new standard for UWMC, a safety standard which shall be enforced by your contract. Although the Staffing Matrix itself is not grievable, Management agreed to assure greater participation on the UWMC Staffing Committee. More importantly in the last mediation session Management agreed that the following commitments will be enforceable through the grievance/arbitration process in your agreement:

Enforceable Staffing Language Requiring;

- **Adequate Staffing to assure patient safety and the health of nurses;**
- **Good Faith Commitment to;**
 - **Staffing levels that enable nurses to receive rest and meal breaks and to take accrued leave; and**
 - **Prohibit regularly assigning Nurses more patients than provided for in the staffing matrix and relevant safety requirements.**

Fair Share Membership Vote:

When: July or August 2016. This delay is due to a pending U.S. Supreme Court case which might alter the applicable law.

What Is Being Voted On: Whether WSNA's proposed fair share membership language will become part of the Agreement. The vote is binding. If the vote is yes, new RNs hired after the vote will have the option to either join WSNA or pay a reduced fair share fee. Existing non-members will not be impacted.

Who Is Allowed to Vote: All RNs working at UWMC. The vote will be conducted by the Washington State Public Employment Relations Commission.

Other Changes In Contract Language:

Article 5.9 Orientation: WSNA shall receive more time for orientation of new RNs and transferred RNs.

Article 5.9 Probationary Employees: New RNs will be given a documented evaluation during their probationary period.

Article 7.12 Voluntary Low Census: Provides that regularly scheduled RNs who volunteer for low census may either take leave without pay or use accrued benefits, and provides the order for accepting volunteers.

Article 10.3/10.4 Standby/Callback Premium: Minimum guaranteed time and one half pay extended from 2.5 hours to 3 hours.

Article 10.7 Float Pay: Newly hired, new-graduate RNs shall not receive float pay until they work independent clinically or for one year, whichever is earlier.

Articles 12.12 Unpaid Personal Holiday for Faith or Conscience: Added day of unpaid time off per new Washington State law.

Article 12.4.5 Vacation: The parties will work together to accomplish notice and training to assure that RN's do not lose accrued PTO.

Article 14.3.5 Sick Leave: Confirms that a pattern of misuse or abuse of sick leave may lead to corrective action.

MOU on Mandatory Call: Confirms there will be no mandatory call except in units where it now exists or new ECLS group.

While this Agreement does not include all we asked for, your Committee believes that it is a strong Agreement which will improve and protect our professional lives, and lay a strong foundation to build on in the future.

In addition to the above, numerous minor contract changes, clarifications and language clean up 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 January 8!

Come and VOTE!!