

WAGE LONGEVITY STEP ADJUSTMENTS FAQ

Why is the hospital looking at my step placement?

During bargaining for your 23-26 WSNA contract, WSNA and Virginia Mason agreed to change the definition of a “year” for purposes of wage step progression in Article 6.2: “For purposes of computing longevity (wage) increments and annual leave progression steps, a “year” shall be defined as twelve (12) months.” Previously, a step increase required 1664 hours OR twelve months, whichever came last. It is now solely based on years of service as a bargaining unit nurse. This gives recognition to nurses who are working or have worked as per diem and part-time and is a retention strategy for those nurses.

Who is eligible?

You must have a start date in the bargaining unit prior to September 1, 2023. Nurses who started after September 1, 2023 will receive annual step increases per the contract on the first full pay period following their anniversary date of joining the bargaining unit.

What will happen first?

Effective four (4) pay periods after we ratified the contract (we ratified the contract on November 20, 2023; four pay periods after that was Jan 21, 2024), any nurse that has not received a step increase in the prior twelve months (that is, counting backwards, the twelve months preceding the last day of the fourth pay period following ratification), excluding nurses on step 25 and above, will be moved up one wage step. Any future step increases will occur on the anniversary of when the nurse joined the bargaining unit at the Hospital.

This is only one step and I think I should receive more. Now what?

All 0.6 FTE and above nurses who were not fully moved to the proper step on the scale reflecting their years in the bargaining unit after the first step increase, will receive an additional step adjustment effective September 1, 2024.

Who qualifies for a further adjustment?

To qualify for this additional step adjustment effective the first full pay period after September 1, 2024, the Hospital will adjust the step placement of any part-time nurse 0.6 and above. (As long as you are 0.6 or above as of Sept 1, 2024, you qualify for this adjustment if your placement on the scale does not accurately reflect your full years in the bargaining unit.) Any adjustment will be “upwards” (that is, to a more advanced step – no nurse will be “lowered” on the wage scale). Virginia Mason will give one year of

credit for each full year of VMMC employment in which the nurse has worked as a bargaining unit nurse.

What if I am less than a 0.6 FTE and I am still not at the proper step as of Sept. 1, 2024?

All other nurses not fully adjusted on the scale including per diem nurses will receive a step adjustment to the step reflecting their full years of employment in the bargaining unit effective January 1, 2025. With the Jan 1, 2025 adjustment, all nurses will be at the proper step reflecting their full years in the bargaining unit.

What do I need to do?

The hospital is responsible for implementing the agreed upon changes. As always, please check your paystubs for accuracy and contact Human Resources, copy WSNA, if you do not believe your paycheck or step is correct.

Questions? Please contact one of your local unit officers or nurse rep, Sara Frey
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