

**YOUR BARGAINING TEAM RECOMMENDS A 'YES' VOTE.**

**WSNA/VIRGINIA MASON HOSPITAL CONTRACT  
GENERAL SUMMARY AND HIGHLIGHTS**

**April 11, 2017**

Your fellow nurses on the WSNA team worked very hard to secure a fair contract for the nurses at Virginia Mason. Management came to the table with an extremely poor economic proposal, and with the intent of defeating many of our proposals. Since we started, we have had 12 bargaining sessions, including 6 with the assistance of a Federal mediator. It is through the hard work of your bargaining team and the support and activities of the bargaining unit that we were able to fight off negative proposals and make some important gains.

**TERM:** 3 years. Contract will expire on November 16, 2019.

**WAGES:** **3%** (1<sup>st</sup> pay period beginning on or after ratification)  
**2.75%** (1<sup>st</sup> pay period beginning on or after Nov. 16, 2017)  
**2.5%** (1<sup>st</sup> pay period beginning on or after Nov. 16, 2018)

**STEPS:** Many steps were added to the ADN, BSN and MSN wage scales so that there are no more “gap years” in the scale whereby a nurse moved from one step to the next but did not receive a corresponding wage increase. This means that there are **7 NEW STEPS** added to the ADN and to the BSN wage scales! There are two new steps in the MSN wage scale because there were only two “gap years” in the MSN scale. Because of these new steps many nurses will see a wage increase higher than 3% upon ratification.

**PREMIUMS AND OTHER COMPENSATION:**

**Shift Differentials.** Increase evening shift differential from \$2.75 to \$3.00, effective first payroll period on or after November 16, 2017. Increase night shift differential from \$4.50 to \$5.00, effective first payroll period on or after November 16, 2017.

**Weekend Premium.** Increase weekend premium from \$4.00 to \$4.25, effective first payroll period on or after ratification.

**Charge Nurse.** New language stating that a nurse need only be assigned as charge for a minimum of two hours, instead of the current “entire shift,” to receive charge nurse pay.

**Callback Pay.** Now, all nurses who are on-call and those nurses who are off-premises but not on call and agree to come to work will receive time and one-half pay for a minimum of three hours.

**Certification Premium.** Increase certification premium from \$1.35 to \$1.60, effective first payroll period on or after ratification. In addition, VM will reimburse nurses up to \$425 for the fee for taking an initial certification exam.

**Work on a Holiday.** New language that states that a nurse who is not on call and agrees to be called into work on a holiday shall be paid double time for a minimum of three hours. New language stating that a nurse who works overtime on a holiday will be paid

double time for all such hours worked on a holiday.

## **WORKPLACE ISSUES:**

**Staffing and Meal and Rest Breaks.** New language stating that the Hospital recognizes that recording a missed break is a protected right and that a nurses shall record missed breaks in the Hospital's timekeeping system. The Hospital has also agreed to post four additional .9 FTE positions in the Clinical Float Pool to help with missed meal and rest break positions. Nurses hired into the Clinical Float Pool will have to become proficient in Telemetry within six months of hire.

If a particular nursing unit has more than 6 missed breaks during a one week period (Sun-Sat), one of the Clinical Float Pool RNs will be preassigned to the staffing of that unit for at least four shifts for which the unit is below core, if a qualified Clinical Float Pool RN is available. These preassigned shifts will occur within the following week if at all possible.

## **SOME "TAKE-AWAYS" THAT MGT. PROPOSED AND WSNA FOUGHT OFF**

**Per Diem Nurses.** Mgt. proposed to require per diem nurses to make a good faith effort to work shifts that Management identifies for each 4-week schedule. Your WSNA bargaining team successfully fought off this proposal.

**Floating.** Mgt. proposed that it could force newly hired nurses to float three months after they were hired. The current floating prohibition is six months. Your WSNA bargaining team successfully fought off this proposal.

APPENDIX A  
DIPLOMA/ADN BASE RATES

	Ratification	11/16/2017	11/16/2018
<b>Base</b>	<b>30.13</b>	<b>30.96</b>	<b>31.73</b>
<b>1</b>	<b>31.31</b>	<b>32.17</b>	<b>32.97</b>
<b>2</b>	<b>32.62</b>	<b>33.52</b>	<b>34.36</b>
<b>3</b>	<b>33.93</b>	<b>34.86</b>	<b>35.73</b>
<b>4</b>	<b>35.30</b>	<b>36.27</b>	<b>37.18</b>
<b>5</b>	<b>36.60</b>	<b>37.61</b>	<b>38.55</b>
<b>6</b>	<b>37.96</b>	<b>39.00</b>	<b>39.98</b>
<b>7</b>	<b>39.30</b>	<b>40.38</b>	<b>41.39</b>
<b>8</b>	<b>40.63</b>	<b>41.75</b>	<b>42.79</b>
<b>9</b>	<b>41.93</b>	<b>43.08</b>	<b>44.16</b>
<b>10</b>	<b>43.25</b>	<b>44.44</b>	<b>45.55</b>
<b>11</b>	<b>44.33</b>	<b>45.55</b>	<b>46.69</b>
<b>12</b>	<b>44.68</b>	<b>45.91</b>	<b>47.06</b>
<b>13</b>	<b>45.24</b>	<b>46.48</b>	<b>47.64</b>
<b>14</b>	<b>45.79</b>	<b>47.05</b>	<b>48.23</b>
<b>15</b>	<b>46.98</b>	<b>48.27</b>	<b>49.48</b>
<b>16</b>	<b>47.57</b>	<b>48.87</b>	<b>50.09</b>
<b>17</b>	<b>48.15</b>	<b>49.47</b>	<b>50.71</b>
<b>18</b>	<b>49.15</b>	<b>50.50</b>	<b>51.76</b>
<b>19</b>	<b>49.89</b>	<b>51.26</b>	<b>52.54</b>
<b>20</b>	<b>50.63</b>	<b>52.02</b>	<b>53.32</b>
<b>21</b>	<b>51.14</b>	<b>52.55</b>	<b>53.86</b>
<b>22</b>	<b>51.65</b>	<b>53.07</b>	<b>54.40</b>
<b>23</b>	<b>52.17</b>	<b>53.60</b>	<b>54.94</b>
<b>24</b>	<b>52.69</b>	<b>54.14</b>	<b>55.49</b>
<b>25</b>	<b>53.51</b>	<b>54.98</b>	<b>56.35</b>
<b>26</b>	<b>53.75</b>	<b>55.23</b>	<b>56.61</b>
<b>27</b>	<b>53.99</b>	<b>55.47</b>	<b>56.86</b>
<b>28</b>	<b>54.23</b>	<b>55.72</b>	<b>57.11</b>
<b>29</b>	<b>55.59</b>	<b>57.12</b>	<b>58.55</b>
<b>30</b>	<b>56.95</b>	<b>58.52</b>	<b>59.98</b>

BSN BASE LEVELS

	Ratification	11/16/2017	11/16/2018
<b>Base</b>	<b>32.62</b>	<b>33.52</b>	<b>34.36</b>
<b>1</b>	<b>33.93</b>	<b>34.86</b>	<b>35.73</b>
<b>2</b>	<b>35.29</b>	<b>36.26</b>	<b>37.17</b>
<b>3</b>	<b>36.60</b>	<b>37.61</b>	<b>38.55</b>
<b>4</b>	<b>37.95</b>	<b>38.99</b>	<b>39.96</b>
<b>5</b>	<b>39.31</b>	<b>40.39</b>	<b>41.40</b>
<b>6</b>	<b>40.63</b>	<b>41.75</b>	<b>42.79</b>
<b>7</b>	<b>41.93</b>	<b>43.08</b>	<b>44.16</b>
<b>8</b>	<b>43.25</b>	<b>44.44</b>	<b>45.55</b>
<b>9</b>	<b>44.33</b>	<b>45.55</b>	<b>46.69</b>
<b>10</b>	<b>44.68</b>	<b>45.91</b>	<b>47.06</b>
<b>11</b>	<b>45.03</b>	<b>46.27</b>	<b>47.43</b>
<b>12</b>	<b>45.80</b>	<b>47.06</b>	<b>48.24</b>
<b>13</b>	<b>46.98</b>	<b>48.27</b>	<b>49.48</b>
<b>14</b>	<b>47.57</b>	<b>48.87</b>	<b>50.09</b>
<b>15</b>	<b>48.15</b>	<b>49.47</b>	<b>50.71</b>
<b>16</b>	<b>49.15</b>	<b>50.50</b>	<b>51.76</b>
<b>17</b>	<b>49.89</b>	<b>51.26</b>	<b>52.54</b>
<b>18</b>	<b>50.63</b>	<b>52.02</b>	<b>53.32</b>
<b>19</b>	<b>51.15</b>	<b>52.55</b>	<b>53.86</b>
<b>20</b>	<b>51.66</b>	<b>53.08</b>	<b>54.41</b>
<b>21</b>	<b>52.18</b>	<b>53.61</b>	<b>54.95</b>
<b>22</b>	<b>52.70</b>	<b>54.15</b>	<b>55.50</b>
<b>23</b>	<b>53.50</b>	<b>54.97</b>	<b>56.34</b>
<b>24</b>	<b>53.75</b>	<b>55.23</b>	<b>56.61</b>
<b>25</b>	<b>54.00</b>	<b>55.49</b>	<b>56.88</b>
<b>26</b>	<b>54.23</b>	<b>55.72</b>	<b>57.11</b>
<b>27</b>	<b>55.59</b>	<b>57.12</b>	<b>58.55</b>
<b>28</b>	<b>56.95</b>	<b>58.52</b>	<b>59.98</b>
<b>29</b>	<b>57.80</b>	<b>59.39</b>	<b>60.87</b>
<b>30</b>	<b>58.65</b>	<b>60.26</b>	<b>61.77</b>

## MSN BASE LEVELS

	Ratification	11/16/2017	11/16/2018
<b>Base</b>	<b>33.93</b>	<b>34.86</b>	<b>35.73</b>
<b>1</b>	<b>35.30</b>	<b>36.27</b>	<b>37.18</b>
<b>2</b>	<b>36.60</b>	<b>37.61</b>	<b>38.55</b>
<b>3</b>	<b>37.96</b>	<b>39.00</b>	<b>39.98</b>
<b>4</b>	<b>39.30</b>	<b>40.38</b>	<b>41.39</b>
<b>5</b>	<b>40.63</b>	<b>41.75</b>	<b>42.79</b>
<b>6</b>	<b>41.93</b>	<b>43.08</b>	<b>44.16</b>
<b>7</b>	<b>43.25</b>	<b>44.44</b>	<b>45.55</b>
<b>8</b>	<b>44.33</b>	<b>45.55</b>	<b>46.69</b>
<b>9</b>	<b>44.68</b>	<b>45.91</b>	<b>47.06</b>
<b>10</b>	<b>45.03</b>	<b>46.27</b>	<b>47.43</b>
<b>11</b>	<b>45.79</b>	<b>47.05</b>	<b>48.23</b>
<b>12</b>	<b>46.98</b>	<b>48.27</b>	<b>49.48</b>
<b>13</b>	<b>47.54</b>	<b>48.85</b>	<b>50.07</b>
<b>14</b>	<b>48.15</b>	<b>49.47</b>	<b>50.71</b>
<b>15</b>	<b>49.15</b>	<b>50.50</b>	<b>51.76</b>
<b>16</b>	<b>49.73</b>	<b>51.10</b>	<b>52.38</b>
<b>17</b>	<b>50.63</b>	<b>52.02</b>	<b>53.32</b>
<b>18</b>	<b>51.15</b>	<b>52.56</b>	<b>53.87</b>
<b>19</b>	<b>51.65</b>	<b>53.07</b>	<b>54.40</b>
<b>20</b>	<b>52.25</b>	<b>53.69</b>	<b>55.03</b>
<b>21</b>	<b>52.69</b>	<b>54.14</b>	<b>55.49</b>
<b>22</b>	<b>53.51</b>	<b>54.98</b>	<b>56.35</b>
<b>23</b>	<b>54.11</b>	<b>55.60</b>	<b>56.99</b>
<b>24</b>	<b>54.99</b>	<b>56.50</b>	<b>57.91</b>
<b>25</b>	<b>55.86</b>	<b>57.40</b>	<b>58.84</b>
<b>26</b>	<b>56.41</b>	<b>57.96</b>	<b>59.41</b>
<b>27</b>	<b>56.95</b>	<b>58.52</b>	<b>59.98</b>
<b>28</b>	<b>57.93</b>	<b>59.52</b>	<b>61.01</b>
<b>29</b>	<b>58.65</b>	<b>60.26</b>	<b>61.77</b>
<b>30</b>	<b>59.58</b>	<b>61.22</b>	<b>62.75</b>