

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

**WSNA/VIRGINIA MASON HOSPITAL CONTRACT  
GENERAL SUMMARY AND HIGHLIGHTS  
September 10, 2021 (Date of Vote)**

Your fellow nurses on your WSNA team worked very hard to secure a fair contract for the nurses at Virginia Mason during these incredibly challenging times. It seems that we have been bargaining forever during the pandemic, trying to get Virginia Mason to do right by its nurses. It was not an easy process. Back in April, we tried to settle the contract with Virginia Mason on an expedited and favorable basis as WSNA was able to do successfully with other employers. It was not to be with Virginia Mason, who at the time, insisted on terms that we knew were not acceptable to our nurses.

We then entered into full negotiations. Management continued to reject our commonsense proposals to improve staffing and to help recruit and retain nurses. It was only when nurses started stepping up and having their voices heard that things began to change. So, after eleven bargaining sessions, the last three of which with the help of a Federal Mediator, coupled with the threat of public leafletting at the doorsteps of the hospital, we reached a tentative agreement which we can recommend. It was not an easy fight, but it was one worth fighting. We hope that each and every of you continues to work with WSNA to build the voice of nursing into a force that Virginia Mason cannot ignore. We are off to a good start!

Below are the details of the tentative agreement:

**TERM:** Contract will expire August 31, 2023.

**WAGES:** VM's wages were less competitive at some steps and more competitive at other steps. We were able to arrive at an agreement that placed money where it was needed most so that overall VM is more competitive and can better retain and recruit nurses at all experience levels.

YEAR 1 (1<sup>st</sup> pay period beginning on or after ratification)

Please note these increases are in addition to the 1.25% increase that nurses received at the start of 2021.

BSN (Steps 1-9)	<b>3%</b>
BSN (Steps 10+)	<b>5%</b>
ADN (varies depending on step)	<b>6.3%</b> (average)
MSN (varies depending on step)	<b>3.8%</b> (average) Any nurse receiving less than 3% will receive a lump sum payment to bring the total to 3%.

(2nd pay period beginning on or after ratification)

Ratification Bonus: **\$400** lump sum pro-rated by FTE. .9 FTE RNs are treated as 1.0 FTE. Per diems will receive a bonus based on actual hours worked over the 26 pay periods prior to ratification capped at a 1.0 FTE.

YEAR 2 (1<sup>st</sup> pay period beginning on or after September 1, 2022)

BSN (Steps 1-9)	2% (approx.) (Nurses will receive a lump sum payment to bring the total to 3%)
BSN (Steps 10+)	3% (approx.)
ADN	3%
MSN	2.9% (approx.)

#### PREMIUMS AND OTHER COMPENSATION:

**Callback Pay.** Nurses who are called into work while on call on a holiday shall be paid double time (2X) for all time worked with a minimum of three (3) hours.

**Jury Duty Pay.** Nurses will receive their hourly rate of pay for jury duty and shall not have jury duty pay from the court deducted from that amount.

**Incentive Shifts.** New language requiring that when Management designates incentive shifts it must post them within 48 hours of the schedule being published.

**Rest Between Shifts.** New language requiring VM to pay time and a half for the *entire next shift* if a nurse does not get the required uninterrupted rest between shifts. This is a huge win!

#### WORKPLACE ISSUES:

**Vacation Requests.** New language requiring Mgt. to respond within 30 days of a vacation request and to provide a specific reason for any denial. Previously, Mgt. did not have to respond until 30 days before the effective date of the schedule in which the requested vacation fell. This will result in more timely responses to vacation requests.

**Per Diems.** New language clarifying that per diems must make a good faith effort to work at least two shifts every two pay periods, but that the shift need not be an 8-hour shift.

**Sick Leave.** New language integrating statutory paid sick leave into the contract, making sure that everyone gets the benefits of the new state law provisions.

**Staffing Committee.** New language requiring that the Staffing Committee meet certain conditions, including:

It must develop and review staffing plans and resolve nursing complaints.

At least one half of the Staffing Committee must be comprised of nurses selected by WSNA.

It must meet at least monthly, and nurse members must be paid for their time spent in meetings.

Nurses may submit complaints about staffing to the Staffing Committee.

The CNO must attend the Staffing Committee at least twice per year.

**Staffing.** We were able to secure a substantial increase in the size of the Clinical Float Pool. The Clinical Float Pool size will be nearly doubled to over 30 FTEs. Further, the premium has been increased by 50% to \$7.50 per hour. Further, we eliminated the requirement that Clinical Float Pool nurses must be competent in at least three units so that we can attract more float nurses. These significant changes should have a noticeable impact on staffing.

**Workplace Violence.** New language regarding the safety committee and nurses being able to sit on the committee.

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

**Probationary Nurses.** Mgt. proposed that only actual patient care hours would count toward a nurse’s probationary period. This would extend the period during which the nurse would not have the protection of the “just cause” provisions of the contract and could be fired more easily. Your WSNA bargaining team successfully fought off this proposal.

**Per Diem Nurses.** Mgt. proposed to require per diem nurses to make a good faith effort to work at Thanksgiving, Christmas Eve, Christmas or New Year’s Day. 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.

**Prohibition on Applying for Other Positions.** Mgt. proposed that nurses cannot apply for a position outside their current unit for at least 6 months after orientation. Your WSNA bargaining team successfully fought off this proposal.

**Low Census.** Mgt. proposed to change the order of low census so that volunteers would lose their priority to take low census and other nurses would be forced to take low census even if there were nurses willing to volunteer. Your WSNA bargaining team successfully fought off this proposal.

**Vacations.** Mgt. proposed to shorten the length of vacations that can be granted and to diminish the role of seniority for many vacation requests. Management also proposed that nurses’ granted vacations can be cancelled if they do not have enough accrued vacation because of low census! Your WSNA bargaining team successfully fought off these proposals.

**Uniforms.** Mgt. proposed to shift more of the cost of uniforms onto nurses. Your WSNA bargaining team successfully fought off this proposal.