

YOUR BARGAINING TEAM RECOMMENDS A “YES” VOTE!!

**WSNA/PVNA CONTRACT
GENERAL SUMMARY
June 15, 2021**

We are pleased to announce that we have reached a Tentative Agreement for a new 3-year contract. Given the challenges of the COVID-19 pandemic, we explored a pathway with PVNA that centered on getting a fair contract without prolonged negotiations and which focused on wages and benefits. As you may know, Providence has been pushing its facilities to get rid of their traditional PTO/EIB plans and replace it with PTO and Short-Term Disability plans. Many of you will recall that this issue brought the Sacred Heart nurses to the brink of a strike a year ago. We were able to secure a Tentative Agreement with PVNA that secures your existing PTO/EIB benefits for the life of the contract unless the parties mutually agree to change them. Further, we secured historic wages increases which will attract and retain great nurses.

Below are the details:

TERM: Contract will expire on May 31, 2024.

WAGES:

As you probably know, the PVNA wage scale has not been very competitive, especially at the lower steps. We were able to convince PVNA to enhance the wage scale significantly so that PVNA can better recruit and retain great nurses.

Scale adjustment – After the first full pay period following ratification, remove Steps 1-6 from the scale and re-start the scale at current Step 7, which would become Step 1. Move nurses to their current step placement on the new scale (i.e., nurses on Step 6 on the current scale would move to Step 6 on the revised scale, which would be equivalent to Step 12 on the current scale).

Added Top Step. After the first full pay period following ratification, add a new top step to the scale which is 2.5% above the current top step and place nurses with 25 or more credited years of experience on the new top step.

Annual Wage Increase. In addition, nurses would receive the following across the board increases:

1.5% the first full pay period following ratification;

2.5% the first full pay period following June 1, 2022;

2.75% the first full pay period following June 1, 2023.

As the result of these enhancements, **nurses will receive an increase between 4% and nearly 18%** the first full pay period after ratification, with nurses at the lower steps receiving the higher increases because their wages were the least competitive.

TUITION REIMBURSEMENT:

This benefit has been significantly enhanced. Currently, the contract provides for \$500 per year reimbursement for full-time nurses and \$300 per year reimbursement for part-time nurses. Now, full-time nurses will receive **\$5,250** per year, and part-time nurses will receive **\$2,625** per year. Plus, newly-hired nurses will have to wait only 90 days, instead of one year, to become eligible.

RETIREMENT:

Effective January 1, 2022, PVNA will transfer to a 401(k) plan from the existing 401(a) and 403(b) plans. There are advantages to employees to move to a 401(k) plan. There are investment options in 401(k) plans that tend to have lower fees than some options in 403(b) plans. Further, the vesting of the Employer's contributions in the 401(k) plan will be more favorable under the vesting in the current 401(a) plan. Under the current plan, a nurse is not vested at all with respect to the Employer's contribution until after five years. Under the new 401(k), nurses vest gradually throughout the five years until the nurse is fully vested after five years, so that if the nurse leaves before five years, they are entitled to keep some of the Employer's contributions. Please note that to advance through the employer match levels, nurses will need 1,000 hours of service per year, rather than the current 800 hours. However, this will affect few, if any, nurses.

TIME-OFF BENEFITS:

As mentioned above, the current PTO/EIB program will continue for the life of the Agreement, unless the parties mutually agree to change it. We have agreed to have periodic discussions with PVNA regarding a different approach to time off benefits. The commitment is merely to have discussions. PVNA will not be able to force any changes that we do not want. Any changes to a new time-off system must be by mutual agreement.

HOLIDAYS:

We added Martin Luther King, Jr. Day as an additional holiday.

GRIEVANCE PROCEDURE:

We made some minor, clarifying changes to the procedures, allowing for email submission, etc.