

## WSNA/State of Washington contract Highlights/Changes September 2020

**Wages:** *Due to the state budget crisis there will be no across the board wage increase over the life of this contract.*

**Furloughs:** *Memorandum of Understanding expiring June 29, 2023*

“All represented employees covered by the Coalition of unions collective bargaining agreement in agency-designated non-backfill positions will take one (1) furlough day per month during July 1, 2021 through June 30, 2023. The employer reserves the right to determine additional furloughs pursuant to Article 35.6 and to exempt certain positions based upon budget or business needs. One (1) furlough day shall be equal to eight (8) hours for full time employees. Furloughs shall be prorated for part time employees according to their FTE percentage. The state agrees to provide economic information to support continued furloughs in the second year of the agreement by June 25, 2021.”

**Training and Employee Development:** *New additional language*

- WDVA will provide a list of approved and denied outside work-related professional training or CNE course applicable to a nurses current position at the end of June and the end of December each year.

**Safety Discussions:** *Memorandum of Understanding concerning safety in the workplace and signage*

- We will have quarterly statewide meetings to discuss and agree on a course of action around issues, training and safety measures in place.
- We also will work together for agreeable language in signs to address concerns related to violence in the workplace not being tolerated and the location where these signs will be posted.

**Meal and Rest Breaks:** *Memorandum of Understanding*

“WDVA and WSNA will agree to add as on-going agenda item at LMCC meetings with nursing staff discussion of barriers that affect nurses from being able to take meals and breaks. These meetings will be a way to encourage dialogue between management and nurses to best facilitate staff taking timely breaks. These conversations will be held at least two (2) times each year of the biennium at the nursing homes. At the conclusion of these sessions, WDVA and WSNA will work collaboratively to ensure that any barriers identified by both management and nursing staff are addressed so that nurses receive timely breaks and unpaid meal periods, consistent with Article 7.8.

In July 2021, WDVA and WSNA will schedule a Statewide LMCC for WDVA Management and Human Resources to provide WSNA with an update. The parties agree that investing in these areas with staff will enhance quality of patient care and staff morale.”

**YOUR BARGAINING TEAM RECOMMENDS A “YES” VOTE”**