

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

**WSNA/WHIDBEY GENERAL HOSPITAL RN CONTRACT  
GENERAL SUMMARY AND HIGHLIGHTS  
March 4, 2016**

**TERM:** Contract will expire on April 1, 2019.

**WAGES:** **2%** (4/1/16); **.5%** (10/1/16); **2.5%** (4/1/17); **2.5%** (4/1/18).

**BONUS:** In the first payroll period after ratification by WSNA, FTE'd nurses, hired on or before March 31, 2015, and employed on date of ratification by, shall receive a ratification bonus of one hundred fifty dollars (\$150) per their FTE statuses (e.g., 1.0 FTE = \$1500 bonus, .9 FTE = \$1350 bonus, etc.). FTE'd nurses hired on or after April 1, 2015, and employed on date of ratification by WSNA, shall receive a bonus in the amount of one hundred twenty (\$120) per complete month of service between April 1, 2015, and March 1, 2016, and prorated based upon FTE status (e.g., a 1.0 FTE hired on September 1, 2015, shall receive a seven hundred twenty (\$720) bonus; a .5 FTE hired on September 1, 2015, shall receive a three hundred seventy five (\$360) bonus). Reserve nurses employed on date of ratification by WSNA shall receive a one hundred fifty dollar (\$150) bonus.

**PREMIUMS and OTHER COMPENSATION:**

**Standby Pay.** Increase to \$3.75 (4/1/16) and \$4.00 (4/1/17).

**MSN Premium.** New MSN premium at the rate of \$1.00 per hour.

**Preceptor Premium.** Increased to \$1.50. New language clarifying that nurses will receive preceptor pay for precepting RN nursing students, but not LPN students.

**WORKPLACE ISSUES:**

**Family and Medical Leave.** New language stating that the 12-month eligibility period need not be consecutive or continuous.

**Step Placement for WGH LPNs.** New language stating that WGH LPNs hired as RNs will be placed at the step closest to, but not below, the LPN's current wage step rate.

**Overtime in the MAC Unit.** We agreed on an approach to relieve the overtime situation in the MAC. A new position will be posted with a shift of 9:30 am to 6:00 pm. It is anticipated that another .5 FTE will open later this year and that position will be posted with shift times designed to further alleviate the work obligations of MAC nurses to work beyond their scheduled shift time. Also, any MAC nurse who works at least 30 minutes beyond the end of his/her shift will receive a premium of \$50 for that shift. Monthly meetings between Management and WSNA and MAC nurses will be held to assess the progress in reducing daily OT in the MAC.

**Job Posting.** Management proposed to reduce the posting period from 10 to 5 days, to eliminate bulletin-board job postings, and to prohibit a nurse who takes a new position from applying for another position for six months. We fought off these proposals, but agreed to reduce the posting period from 10 to 7 days.

**Substance Abuse Policy.** New language stating that a nurse will not be automatically disciplined or discharged for failing a drug test and that, absent demonstration of impairment, nurses will not be subject to discipline for violation of the substance abuse policy. Also, since the medical and recreational use of marijuana is legal in Washington State, off duty use of marijuana will not, by itself, justify testing.

**Pre-Determination Disciplinary Meeting.** New language stating that if the Hospital intends to suspend or discharge a nurse, the Hospital must schedule a meeting with the nurse, who has the right to have an Association Representative present, so that the nurse can state her case before a final decision is made. Prior to the meeting, the Hospital must provide the nurse with a written notice of the charges and the reasons therefor.

**Charge Nurse.** New language clarifying that charge nurses are assigned.

**Domestic Partner.** New language stating that, after the date of ratification of this agreement, nurses who wish to enter into a domestic partnership must use the state-registered domestic partner process, not the process created by the collective bargaining agreement. However, nurses who have executed domestic partner affidavits under the collective bargaining agreement by the date of ratification may continue to remain in such domestic partner agreements and need not use the state-registered process.

## **NEGATIVE PROPOSALS THAT YOUR FELLOW NURSES ON YOUR WSNA BARGAINING TEAM SUCCESSFULLY FOUGHT OFF:**

**Monitoring WSNA Meetings.** Management made the outrageous proposal that it could, among other things, monitor our WSNA union meetings at any time. **WSNA SUCCESSFULLY FOUGHT OFF THIS PROPOSAL.**

**Firing of Nurses.** Another outrageous proposal that Management made was to allow it to fire any nurse it thought was “incompetent” without giving the nurse the ability to challenge the discharge under the just cause provisions of the contract. **WSNA SUCCESSFULLY FOUGHT OFF THIS PROPOSAL.**

**Reserve Nurses.** Management proposed that reserve nurses be required to actually work, not just be available to work, 4 shifts (including one full weekend) per month, plus one winter holiday and one summer holiday. Reserve nurses who did not meet these new, higher work requirements would have been fired. **WSNA SUCCESSFULLY FOUGHT OFF THIS PROPOSAL.**

**Rest Breaks.** Management proposed to take away nurses’ ability to get meaningful,

uninterrupted, 15-minute rest breaks. **WSNA SUCCESSFULLY FOUGHT OFF THIS PROPOSAL.**

**PTO.** Management proposed to put greater restrictions on PTO requests and to limit the length of vacations. **WSNA SUCCESSFULLY FOUGHT OFF THIS PROPOSAL.**

**Notice of Termination.** Management proposed to increase the notice of termination from 14 days to 21 days. Nurse who gave less than 21 days' notice would not be paid accrued PTO. **WSNA SUCCESSFULLY FOUGHT OFF THIS PROPOSAL.**

**Repayment for Residency Programs.** Management proposed that nurses who enter into residency programs must successfully complete the program (even though Management would not commit to define the parameters of the programs) and stay for a year or be required to repay the costs of residency and training programs up to \$6000. **WSNA SUCCESSFULLY FOUGHT OFF THIS PROPOSAL.**