

## **We have a Tentative Agreement on a contract!**

**These negotiations have been long and challenging. We appreciate your patience and support. While this is not the contract we hoped for, we believe it is the very best contract we could get under the circumstances. Your bargaining team recommends this contract for ratification.**

### **SUMMARY OF 2019 TENTATIVE AGREEMENT**

#### **Wage Increases**

Upon ratification – 2%

1/1/20 – 2%

1/1/21 – 2%

These increases are guaranteed. In addition, there will be a wage reopener beginning in September of 2020 that could add to the raises. During this reopener, WSNA nurses will have the right to picket at the hospital.

#### **Stand-By Premium**

Increase from \$3.50 to \$3.75. Please note the following change: standby pay will not begin until the nurse has been released from the preceding shift.

#### **Certification Pay**

Nurses who have a certification will continue to receive \$1.00/hour. Nurses who have a second certification will receive an additional \$0.50/hour.

#### **Preceptor**

The definition of precepting is expanded to include precepting students when no faculty person is on the premises.

#### **Flu Shots/Random Drug Testing**

In exchange for ensuring that there will be no random drug testing of nurses, the bargaining team agreed to language that requires nurses to either get a flu shot or wear a mask while in patient care areas during flu season.

#### **Paid Sick Leave**

New Washington State law requires employers to provide paid sick leave to employees. Therefore, the hospital will convert the portion of a nurse's EIT into Paid Sick Leave needed to comply with the law. Per diem nurses will simply receive the Paid Sick Leave as required. Any Paid Sick Leave hours that are unused and ineligible to roll over to a new year will be converted to EIT. A nurse who moves from a regular position into a per diem position will have her/his EIT hours frozen. Those hours will be restored if the nurse moves back to a regular position.

#### **Available Status Nurse**

A new position of Available Status Nurse will be created. Available Status Nurses will only have to work 1 shift in every 12 month period and will not receive the pay in lieu of benefits premium received by per diem nurses.

### **PTO Cash Outs**

The new contract contains language that ensures that any PTO payouts (i.e. upon termination or cash outs during employment) will include premiums such as BSN/cert pay, permanent charge nurse pay, and shift differentials.

### **Layoff/Restructure Language**

The language governing layoffs and restructures will be clarified. Notably, nurses affected by a restructure will have the option to either attend a meeting to exercise their bidding rights or submit their written preferences. Nurse bidding rights will continue to be dictated by seniority.

### **Low Census Notification**

The Medical Center will now have to notify you at least 2 hours before your shift if they are calling you off. This gives you an extra 30 minutes of notification time.

### **Staffing Committee**

The Staffing Committee language will be strengthened to assist the work of WSNA nurses advocating for safer staffing. The hospital CEO will be required to attend committee meetings twice per year to hear directly from nurses about the staffing conditions in the hospital.

### **Contract Expiration**

The new contract will expire on March 31, 2022. This expiration date will line up with the expiration date of the Astria Toppenish Hospital contract giving nurses at both facilities a stronger voice in the next round of negotiations.

### **Union Security**

The hospital attempted to introduce language designed to weaken the voice of nurses by undermining our union security language in our contract. The bargaining team successfully fought to protect our language.

***This contract is recommended by your bargaining team: Herbie, Laurie, Yvette, Mark and Ty***

***The VOTE to ratify this contract will occur on April 9 from 7-9 a.m., noon- 2 p.m. and 5-7 p.m. in the Doctors Conference Room.***

***You must be a WSNA Member in good standing to vote on the contract.***

**YOU ARE WSNA!**

***Jayson Dick, WSNA Nurse Representative at 206-575-7979, ext. 3121 or [Jayson.dick@wsna.org](mailto:Jayson.dick@wsna.org).***