

**WSNA/VIRGINIA MASON HOSPITAL CONTRACT
GENERAL SUMMARY AND HIGHLIGHTS
January 11, 2010**

TERM: 3 years. Contract will expire on November 16, 2013.

WAGES: 2% (Retroactive to 1st pay period beginning on or after Nov. 16, 2010)
2% (1st pay period beginning on or after Nov. 16, 2011)
2.25% (1st pay period beginning on or after Nov. 16, 2012)

PREMIUMS AND OTHER COMPENSATION:

Shift Differential: Increase night shift from \$4.00 to \$4.25, effective first payroll period on or after ratification.

WORKPLACE ISSUES:

Low Census. New language establishing a clear order for low census.

- *Volunteers
- *Agency nurses
- *Nurses on overtime
- *Nurses working extra or incentive shifts and receiving premium pay
- *Per diems, unless the per diem must work to maintain competency
- *Staff nurses, rotated on the basis of seniority

Lunches 12-Hour Nurses. New language stating that 12-hour nurses who do not wish take a second, unpaid 30-minute meal period must sign a waiver stating that they do not want a second meal period. The vast majority of nurses at Virginia Mason who work 12-hour shifts do not wish to take a second unpaid meal period. Nothing has changed, except that a nurse must execute a waiver to memorialize his/her choice to waive a second meal period. If a nurse does not want to waive the second meal period, he/she will be provided a second, unpaid 30-minute meal period within the 12 1/2 hour workday.

Foreign-educated RNs. Some foreign-educated RNs have not received full credit for their work experience. New language ensures that these nurses will be placed at the appropriate wage step and paid accordingly.

Employee Safety and Parking. The Conference Committee will have a standing agenda item with the goal of providing a safe environment for nurses as they enter and exit the facility. The Conference Committee will meet with security personnel and evaluate the current procedures to ensure that nurses are safe when going to and leaving from parking garages on all shifts. The Conference Committee will also evaluate whether appropriate resources are allocated to safety measures.

Per Diem Nurse. New language increasing the per diem commitment to work from one (1) eight-hour shift every two pay periods, to two (2) eight-hour shifts every two pay periods.

Rosters. Employee rosters that will be sent to WSNA via email and will also include the employee's unit and FTE.

Leaves of Absence. New language acknowledging that various laws allow nurses to take FMLA leave to care to for an injured service member in the nurse's family, FMLA leave to take time off for a qualifying exigency arising out of the participation of a family member on active duty, and leave for victims of domestic violence, sexual assault or stalking.

Clinical Advisor/Charge Nurse. The contract has been clarified to indicate that the term "Charge Nurse" refers to Clinical Advisor, House Clinical Advisor, Charge Nurse or RN Facilitator and that all nurses working in these capacities are entitled to Charge Nurse Pay.

"TAKE-AWAYS" THAT MGT. PROPOSED AND WSNA FOUGHT OFF

Floating. Mgt. proposed that it be allowed to force nurses to float more than once per shift. Your WSNA bargaining team successfully fought off this proposal.

Layoff Procedure. Mgt. proposed drastic changes to the layoff language which would have given nurses far fewer options than they have now. Mgt. also proposed to eliminate a nurse's access to an appeals board if the nurse disagreed with Mgt.'s assessment of whether the nurse was qualified to take another position. Your WSNA bargaining team successfully fought off this proposal.

Probationary Period. Mgt. proposed to double the probationary period for new hires from 520 hours to 1040 hours, which equates to 6 months for a 1.0 FTE nurse and much longer for part-time nurses. This would have meant that new hires would have faced a much longer period during which they could have been fired without just cause, could not take a paid vacation, could not accumulate or use any paid sick leave and would not be eligible to take FMLA leave. Your WSNA bargaining team successfully fought off this proposal.