

**WSNA/CENTRAL WASHINGTON HOSPITAL RN CONTRACT  
GENERAL SUMMARY AND HIGHLIGHTS**

**The vote was yes on our new contract.**

**The contract will be available in approximately one month.**

**We will get a copy of the contract online as soon as possible.**

**TERM:** 3 years. Contract will expire on March 31, 2013.

**WAGES:** **1%** (4/1/10); **1.75%** (4/1/11); **2.5%** (4/1/12). Pay increases will be effective first pay period on or after the date indicated. **Step** for year 28 moved to year 27 and increased to 3.5% instead of 3% (effective 4/1/11). Step for year 30 increased from 3% to 3.5% (effective 4/1/11).

**PREMIUMS:**

**Certification Premium:** Effective 4/1/11, increased from \$.80 to \$1.00.

**Nursing Degree Premium:** Effective 4/1/12, increased from \$.50 to \$.75.

**Holiday Compensation:** Effective 4/1/11, callback pay on a holiday will increase from 1 1/2x plus \$10 to *1 1/2x plus \$19 per hour*. Also, effective 4/1/11, overtime on a holiday will increase from 1 1/2x to *1 1/2x plus \$19 per hour*.

**WORKPLACE ISSUES:**

**Membership:** New hires will have 30 days (decreased from 90 days) from date of hire to join WSNA or opt out of membership. If they do not, they must become members or be discharged. Also, there will no longer be a 10-day period at the end of the contract for current members to drop their WSNA membership. Further, currently-employed non-members of WSNA who wish to remain non-members of WSNA shall have from 4/1/10 through 6/1/10 to notify WSNA of their intention to remain non-members. If they do not, they must become members or be discharged.

**Retirement:** The negative changes to the Retirement Plan that will apply to other employees will NOT apply to nurses. However, nurses will not be entitled to the enhanced employer contribution toward dependent health insurance premiums. We felt that it was in the best interest of the bargaining unit as a whole to preserve an existing benefit that all bargaining unit members enjoy than to, instead, increase a benefit that does not apply to all bargaining unit members. It was not possible to do both.

**Rosters:** New language clarifying that employee rosters sent to WSNA will contain employees' units, employee identification numbers and FTE.

**Requests for Days Off:** Will now be due the Sunday (rather than the Tuesday) before the 3<sup>rd</sup> week of the current 6-week schedule.

**Vacations:** New language affirming that the Hospital recognizes the importance of nurses being able to take vacations. The Hospital commits to utilize staffing models which take into account vacation requests and to utilize staffing resources, such as pool nurses, temporary nurses, etc., for vacation requests as it deems appropriate under its staffing and budget authorizations. New language stating that nurses do not have to find coverage for vacation requests. If sixteen consecutive days or more of vacation are requested, the vacation granted will be at least 16 consecutive days.

**Low Census:** Nurses who would like to request low census must do so 2 hours before the start of the shift. If a nurse wishes to cancel a low census request, he or she must do so at least 2 hours prior to the start of the shift, or take the low census if offered. Only mandatory low census, not voluntary low census, will be considered for purposes of low census rotation. Also, mandatory low census of less than 2 hours will now be automatically recorded and will not need a special request of the nurse. Low census will be handled on a unit basis, including the Resource Unit.

**Designated Float Nurses:** Will be phased out. Current designated float nurses will be grandfathered, but they must float at least six times every 6 months or be removed from the Designated Float Nurse Position.

**Family and Medical Leave:** Employees will now be able to use FMLA leave to care for a domestic partner with a serious health condition. New language stating that a nurse may use up to 12 weeks of unpaid leave to deal with issues that arise from the result of a family member, including a domestic partner, being on Active Duty in the Armed Forces. Also, new language stating that a nurse is entitled up to 26 weeks of unpaid leave to care for a family member, including a domestic partner, with a serious illness/injury that arose in the line of duty.

**Domestic Violence Leave:** Eligible nurses shall be entitled to take leave for domestic violence, sexual assault or stalking that the employee has experienced, or to assist a qualifying family member, including a domestic partner, who has experienced domestic violence, sexual assault or stalking.

**Military Spouse Leave:** New language stating that up to 15 days of unpaid leave will be granted to a qualified nurse (nurse who averages 20 or more hours of work per week) whose spouse, or domestic partner, is on leave from deployment or before and up to deployment during a period of military conflict.