

WSNA Local Unit Toppenish Community Hospital

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Local Unit Officers

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WSNA Web Site
www.wsna.org

The oldest and
largest union
representing
registered nurses in
Washington State

The logo for the Washington State Nurses Association (WSNA) features a stylized flame or torch above the letters 'WSNA' in a bold, sans-serif font.

**WASHINGTON STATE
NURSES ASSOCIATION**



Contract Ratification

The contract vote was held July 12. The results were unanimously in favor of the new contract. We will have a local unit meeting when the contracts are ready for distribution. The contracts will be on CD and will have other valuable information including nursing resources.

Here is a summary of the changes to your contract.

TERM: 3 years. Contract goes into effect on August 1, 2007 and will expire on July 31, 2010.

WAGES: 8/1/07: 4%;
(\$6.1) 8/1/08: 3%;
8/1/09: 3%

STEPS: In the second year of the contract, step 15 will
(\$6.1) be moved up to step 14 and a new step 16 will
be added at 3% above step 14. This means that
nurses at step 16 and above will receive a 6.1%
increase in year 2, rather than a 3% increase.

PREMIUMS AND OTHER COMPENSATION (Article 7):

Shift Differential: Effective August 1, 2008, evening shift will be increased from \$2.15 to \$2.25. Effective August 1, 2008, night shift will be increased from \$3.15 to \$3.25.

Standby Pay: Effective August 1, 2008, a special standby rate of \$4.00 per hour will be implemented for standby on holidays.

BSN/MSN Premium: Nurses who have a MSN will receive a premium of \$1.00 per hour. BSN premium rate increased from \$.90 to \$1.00. However, nurses who have both a BSN and a MSN receive a premium of \$1.00.

Certification Pay: Increased from \$.90 to \$1.00.

Preceptor Premium: Effective April 1, 2008, preceptor premium will be increased from \$1.25 to \$1.35.

Charge Premium: Effective August 1, 2008, charge pay will be increased from \$1.50 to \$1.75.

WORKPLACE ISSUES:

Rosters (§2.4): Rosters will no longer contain social security numbers.

Notification of New Hires (§2.8): The Employer will notify WSNA of new hires within 15 days of hire.

Low Census (§4.10): Agency and non-guaranteed travelers will be low censused before all other nurses and per diems will be low censused before nurses working above their FTE.

Pay Stubs (§8.3.1): All nurses' pay stubs shall indicate the current PTO balance.

PTO Cashout (§8.5): Nurses can cash out 80 hours of PTO per year rather than 60 hours.

Holiday Time Off (§8.10): Holiday prime time is three days prior to, and the three days after the following holidays: July 4, Thanksgiving, Christmas. Seniority shall prevail with regard to holiday prime time unless the nurse has had two (2) of the last three (3) holiday prime times off for nurses on the same holiday rotation.

EIT Balances (§9.6): Upon the nurse's request, the nurse's director shall provide the nurse with his/her EIT balance.

Paid Professional/Education Time (§10.5): Hours paid will increase from 36 hours to 40 hours.

Washington Family Care Act (§10.13): New language incorporating state law allowing nurses to use PTO/EIT to care for covered family members with serious health conditions.

Health Benefits, Life Insurance and Disability Coverage (Article 11): Will begin one month after the date of hire, rather than three months. Also, for purposes of health benefits eligibility, nurses who work .8FTE and above will be treated as full time.

Orientation (§14.3): New language stating that nurses will not be required to perform tasks and procedures or to operate equipment for which the nurse has not been trained.

Grievance Procedure (Article 15): New language stating that both parties shall attempt to resolve grievances at the earliest step and, whenever possible, informally between the nurse and the nurse's manager.

<i>Effective Date</i>	<i>7/31/07</i>	<i>7/31/08</i>	<i>7/31/09</i>
Years	4%	3%	3%
Base	\$23.19	\$23.89	\$24.60
1 Year	\$23.83	\$24.54	\$25.28
2 Year	\$24.61	\$25.34	\$26.10
3 Year	\$25.34	\$26.11	\$26.89
4 Year	\$26.10	\$26.89	\$27.69
5 Year	\$26.87	\$27.68	\$28.51
6 Year	\$27.73	\$28.56	\$29.41
7 Year	\$28.52	\$29.37	\$30.25
8 Year	\$29.37	\$30.25	\$31.16
9 Year	\$30.26	\$31.17	\$32.11
10 Year	\$31.16	\$32.09	\$33.06
12 Year	\$32.25	\$33.22	\$34.21
14 Year	\$32.25	\$34.42	\$35.45
15 Year	\$33.42	\$34.42	\$35.45
16 Year	\$33.42	\$35.45	\$36.51
18 Year	\$34.37	\$36.46	\$37.56
20 Year	\$35.40	\$37.56	\$38.68
25 Year	\$36.46	\$38.68	\$39.84
*27 Year	\$37.55	\$39.84	\$41.04
30 Year	\$38.68	\$41.04	\$42.27

Election of Officers

It has been a long time since we had an election of officers. Elections are an important part of your local unit. We will be talking more about the election process and looking for volunteers to run for office. Flicka Arquette has been the main contact person in your local unit and has been doing an outstanding job. She was on your negotiation team and has been handling several recent grievances. Please support her in her continued hard work. Your Local Unit Rules designate four Offices:

Chair
Co-chair
Secretary/Treasurer
Grievance Officer

The first part of the election process is a "Call for nominations". This is formally done like a ballot with a list of the offices and a line for nominations. Anyone nominated must consent to serve before having their name placed on the ballot. You can nominate someone else and/or yourself for any office. The same person can run for more than one office. Your Local Unit Rules dictate how many and what offices are available. Your Local Unit Rules and your present contract are available online at wsna.org, labor relations, Local Units, Toppenish.



Conference Committee

Our contract provides an opportunity through Conference Committee to discuss issues with

management in an effort to resolve conflict in an open forum. Several people have indicated an interest in participating in conference committee meetings. Please contact Flicka Arquette, Angie Lynch, Joleen Fielding, Kari Hunt, or Ronnie Bradbury if you have issues that you would like to have discussed in this format. We will be setting dates for future meetings.

Leadership Conference – Lake Chelan!

This is a great place to meet other Local Unit Officers and members. We encourage all members to attend, especially Local Unit Officers. Learn how to handle grievances, how to be the best Local Unit leader, and so much more. Many Local Units use Local Unit funds to pay for the tuition and expenses of attending. Mark these dates on your calendar and plan to attend! We are looking at new ways to help our Local Unit leaders.



SEPTEMBER
23 – 25, 2007

Other Up-Coming Events

May 6, 2007 WSNA Centennial
1908-2008