

UWMC Bargaining Unit/WSNA
Nurses Working for Nurses
...a message from the negotiation team

June 2006

Dear UWMC Registered Nurse,

Do you know that all RN2 and RN3 positions at the UWMC are covered by a negotiated contract agreement? Did you know that all UWMC nurses will receive a raise on July 1, 2006 and again on January 1, 2007? Our contract is negotiated every two years by a team of your peers employed as nurses at the UWMC and is supported by the Washington State Nurses Association, our chosen bargaining representative.

We strongly believe that the UWMC is a great place to practice nursing and provide care to patients. As a Magnet hospital we also know that nurses and nursing practice are important to UWMC. The hospital is seeking re-designation as a Magnet facility and we believe providing nurses with a fair contract that fairly compensates and protects the professional nurses employed at the UWMC is consistent with their goal. The current employment contract ends in June 2007 and we are in the process of renegotiating several non-economic and economic aspects to ensure a secure future for UWMC nurses and protect the quality of patient care we provide.

The purpose of our letter is to give you an update on the current contract negotiation progress and to ask for your support. We are in the process of negotiating the non-economic aspects (items other than pay rates and premiums) of the contract, because UWMC is not prepared to discuss the economic aspects at this time.

Specific non-economic areas we feel need to be addressed for change during this contract renegotiation are:

1. Adequate staffing plans and rest break periods
2. Terms of layoff and re-employment
3. Discipline and corrective action process
4. Tracking and reporting of professional and educational development funds

In addition we are working to protect the current flexibility UWMC nurses have around determining their work period (40/80/160 hours) and self-scheduling as we know these are important to you.

These issues were highlighted as some of the items that are important concerns of UWMC nurses through a survey conducted earlier this year in preparation for the renegotiation effort. A team of nurses was assembled this spring to discuss current concerns and worked with WSNA representatives for over 30 hours to develop a contract proposal. This was presented to UWMC management on May 9th, 2006.

We believe that each of you can best provide support and make an informed decision about the final terms of any negotiated contract if you understand the process. We encourage you to read your current contract language and to discuss any questions you have with a negotiation team member. You can review the contract and negotiation information on the following web site: <http://www.wsna.org/snas/wa/localunits/uwmc.asp>

Lastly, if you are not currently a WSNA member we strongly urge you to consider joining. Presenting a united front to UWMC management increases our strength and increases our ability to negotiate a fair contract for all of us. As a dues paying member in the UWMC bargaining unit, you are also a member of WSNA, the King County Nurse's Association, the American Nurses Association, and United American Nurses. You will also receive their associated professional publications and member benefits. At a minimum, please consider the consequences of not joining – the inability to vote on the contract terms that govern your employment and working conditions.

Sincerely,

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