State Coalition Summary for WSNA DVA Represented Registered Nurses

Your bargaining team recommends a “Yes” Vote

Bargaining Unit Members: This is a summary of changes made to the Coalition contract that affect you. As you are aware, the Coalition includes many members from other unions and affects many other State employers. This summary is written to summarize the changes that affect you.

Contract Enhancements:

Economic:

- Article 41 Wages. On July 1, 2017 all WSNA Registered Nurses will jump 10 steps up the N1 scale RN 2 54-64, RN 3 58-68, ARNP 60-70, ARNP Lead 64-74 this will result in a 27.5% wage increase!

- Article 9 Training and Development. Registered Nurses will get 3 additional paid Ed days (total of 6)!

Non-economic Enhancements:

- Article 2 Non-Discrimination:
  Enhanced non-discrimination language protections.

- Article 8.6 New overtime scheduling protections for Registered Nurses Not working On-call (addressed in MOU).

  New MOU. Management must still follow provisions in accordance with applicable provisions of 8.3 A before the involuntary process is implemented. However, now when involuntary overtime is required, it must be assigned to employees on duty in inverse order of seniority. Nurses with greater seniority will be assigned last instead of first. This process begins when the current list is exhausted.

  An employee who volunteers and works overtime now will have their name removed from the mandatory overtime list for that cycle. Nurses have greater opportunity to decide when they work overtime.

- Article 12.2 Vacation Leave Credits.

  Contingent on the State Legislature modification of RCW 43.01.040, Vacation Leave Credits may be used upon accrual. The six months of continuous employment has been removed. If the Legislature does not modify the statute accrual will stay the same as in the current contract language.

  Also contingent on the State Legislature modification of the same RCW, vacation accrual has been increased.
-Article 12.4 Vacation Leave Accrual Rate Schedule

Contingent of State Legislative modification to RCW 43, accrued vacation hours per year will be increased.

-12.6 Vacation Scheduling for WSNA.

Enhanced language requiring employer to respond to vacation requests within 14 days. Absent extraordinary circumstances the employer must honor the 14 day rule.

Article 18.8. New language allowing employees to apply for sabbatical for the purposes of employee growth.

-Article 15. Family and Medical – Pregnancy and Disability Leaves

New options for Registered Nurses to use some or all of leave accounts for pregnancy or FMLA.

-Article 42 Healthcare Benefits Amounts

No changes to 85/15 employer/employee premium payment. A $25 Well-Being Assessment gift certificate for eligible enrolled subscribers.

Please note: The Tentative Agreement will only become final if it is first determined to be financially feasible by OFM and subsequently funded by the Legislature in the 2017-2019 budgets.