

**Limiting floating and per diem requirements that meet our needs**

Per diem RNs will need to work at least one shift of their usual length per four week period

If the RN is low censused or calls out sick and has sick time to cover it, the shift will still count toward the requirement.

RNs in ED, CCU, Maternal Child areas, Periop areas, will only float outside of clinical grouping voluntarily unless there is an isolated event with a genuine, specialized skill need and no volunteers

Changes to float groups: Perioperative float group updated to reflect departments

Infusion is now with medical float group



# Our Contract Wins for All of Valley!

**We overwhelmingly voted to ratify our contract**


Because we are strong in our union, we have a seat at the table and a voice in contract negotiations and the collective unity to win what we need to give quality care. Overwhelmingly we voted to ratify our agreement for the next 4 years. Our agreement meets our priorities to secure our futures and improve our hospital and patient care:

- Guaranteed competitive wages and improved benefits that keep us an industry leader
- Secured a Four-year contract to stay aligned with other UW hospitals
- Strengthened our oice in staffing
- Protected our per diem and pay in lieu of benefits premiums
- Protected double time after 12 hours of work, focused extra shift premium pay double time to when we need it most


We stood united behind our bargaining priorities, and our actions showed management our commitment to winning a contract that respects our work and our families, and prioritizes quality patient care. Reaching a contract agreement would not have been possible without our unity and our participation in every action we took, including:

- Completing a bargaining survey that identified our priorities
- Signing a unity petition to remind management that all of VMC stood behind the bargaining team
- Joining together in unity breaks during day and night shifts to update each other on bargaining progress and share our message of unity with our co-workers
- Stickering up to send a visible reminder — that we are united for our patients and our families
- Delivering a unity chain to management that pushed us over the finish line toward a strong contract





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## Wages that recruit and retain

Wage increases and NEW premiums to keep us competitive with area hospitals and keep up with the cost of living.

Ratification: 3% first pay period after ratification  
\$500 ratification bonus, pro-rated by FTE. 0.9 FTE will be considered full time and per diem/on call will be considered 0.2 FTE for pro-ration. This will be paid as a separate check.

July 2020: 3% increase for everyone  
July 2021: 2.5% increase for everyone  
July 2022: 2.75% increase for everyone

NEW BSN/MSN premium: \$1, beginning January 2023  
Will be considered a second Certification

NEW Service Contract Certification Pay: \$1.00 for certifications relevant to our work, including CHEST certification for EVS.

Extra shift premium pay double time will be automatic for the first extra shift of the pay period for five months of the year when our census is highest. The Labor/Management Committee will review each year when these months will be.  
All other months of the year, shifts can still be designated as eligible for Extra Shift Premium Pay Double Time

This will take a few weeks to process and get to us



“Wages affect every single member of our union. We fought long and hard for fair and quality raises for all of us, knowing it is getting harder and harder to live in this area. With our negotiated raises, we’ll be getting the fair compensation we deserve!”

**Melissa Hawkins, MA, Covington Clinic**



“We’ve gotten an agreement to add the BSN/MSN as a premium for \$1/hour by the end of the contract like other UW hospitals have started doing. This is a huge win that recognizes the hard work that obtaining an advanced degree takes and a step toward making this a standard for all hospitals in the future.”

**Cori Lucas, RN, CCU/ED Float Pool**

## Staffing improvements to support patient care and center the expert voices of frontline staff

NEW Service contract standard that includes service job staffing needs in Staffing Committee discussion

NEW EVS short staffing form will be created, and a process that escalates if we don’t get resolution

NEW Commitment to do the CHEST certification program for EVS workers—this will be voluntary

NEW Staffing committee will work to reduce number of RNs flexing on Med/Surg units

NEW Management must provide to staffing committee data on RN flexing, additional staffing requests that go unfulfilled and why

NEW Staffing Committee will create, together with management, a Charge Nurse training program that all current and incoming charge nurses will undergo, and will reinforce charge nurses’ authority to request additional staff

## Quality benefits for the security of our families’ futures

INCREASED contributions to the Training Fund to make sure folks have the money to go back to school:

NEW Retirement matching opt out—everyone will be automatically enrolled in the pre-tax employer 2% matching contribution when they start at VMC so they’re able to maximize the retirement benefit

Those of us who don’t currently contribute will be enrolled in the match by the end of 2020, unless we opt out

NEW Our benefits committee will discuss how to keep people from being sent to collections for medical debt to VMC

NEW Labor/Management Committee to discuss creating a dependent care benefit for children and elderly family members

NEW Low census fund for service workers of 800 hours to cover mandatory low census

Raised vacation accrual cap to 320 hours to balance out capping the catastrophic sick leave at 240 hours

We can choose to cash out vacation hours above 240 hours, and will get all hours above 320 cashed out automatically

NEW we can use our accrued sick, catastrophic sick, and vacation hours to supplement the Washington State Paid Family Leave when we need to use it

Our Health Benefits Labor/Management Committee will continue to work on improving our healthcare and wellness plan



“Auto enrollment in the retirement plan matching contribution is a really exciting win! All of us will automatically be enrolled at 2% with the option to adjust what we want to put in or opt out altogether. Many of us have struggled to figure out the process to enroll in the matching, so this is a positive step for everyone’s future and time put in here at VMC.”

**Shannea Zaler, Transporter, Transport**

## Protecting our rights and increasing our voice in decision making and problem solving

NEW Labor/Management committee with all bargaining units combined that meets quarterly to discuss common issues

NEW Ability for Labor/Management Committee to create a subcommittee for clinic-system specific issues

NEW We will appoint up to two people to VMC’s EDI committee so we can work together to address issues of discrimination, harassment and inequality

NEW Once the Breaks and Overtime law takes effect, Labor/Management Committee or a subcommittee will discuss changes to call, call pay, call back low census and other call practices

NEW Grievances for terminations start at Step 2 so we can get through the process quicker

NEW Part time service workers can request FTE increase if working above current FTE for more than six months, so long as not to cover absences

NEW Service workers can request a decrease in FTE. If denied, management has to provide the reason in writing