

COVID-19 Vaccine Mandate

What it means for us

Even though the vaccine mandate is on a temporary hold, we have been meeting with management to bargain over the impacts of the vaccine mandate. Here are the key pieces of our agreement:

- Nurses will get paid for receiving the vaccine on work time
- Nurses who have to call out sick due to side effects from the vaccine will be recognized as a COVID-work related illness and will be paid for missed scheduled work time.
- Nurses who have a medical or religious reason for not getting the vaccine should apply for an exemption.
- Nurses who have applied for an exemption and are denied shall be allowed to appeal the decision by providing a written explanation for why the exemption should be reconsidered.
- Any nurse who has not received the vaccine or an exemption by the due date will be placed on an unpaid leave of absence (duration to be announced) until he/she receives an exemption or the vaccine.
- If a nurse is terminated for not receiving the vaccine or exemption, they shall have preference for the next open position over other candidates, if the nurse receives the vaccine or exemption within the next 6 months.

Talk to your delegate or organizer if you have questions about the mandate.



“We want to respect the thoughtful choice of each nurse as we move forward during this uncertain time of vaccine mandates. What we are certain of and have discussed with management is: being paid for time spent getting the vaccine at work, not being penalized for having to miss work for experiencing side effects, and an appeals process for denied exemptions and they agreed. While the mandate is on hold we think it’s important to be prepared for how this might be implemented.”

Sarah Johnson, RN ICU

Update on Evaluations and delayed merit increases

Before we ratified the contract, there was a small group of nurses who had not received their evaluation on time and therefore did not receive their merit increases. We know that this practice was common and assumed nurses would receive their merit pay retroactive to the date of their eval. Unfortunately, once we ratified our new contract this did not happen. Contractually, management was not required to give retro pay for the late evaluations but we met with management to discuss the importance of making nurses whole. Management agreed that it was the right thing to do. Affected nurses will receive a letter from HR and the retro pay should be provided in January.

Clinic Nurses Take Action over the denied CPC+ bonus

All of LH's primary care clinics are enrolled in the CPC+ program and historically all employees have received a productivity bonus for the prior year. Recently, management announced that RN's would no longer receive this bonus because of our new contract. This is disrespectful for all of the work the nurses provide for the clinics. Nothing in our new contract prevents management from continuing to pay this bonus. We also believe this is retaliation for nurses settling a first contract since the bonus is based on productivity for the year prior-when we didn't even have a contract yet!

This week, affected RN's sent a petition to management asking for them to do the right thing and pay them their CPC+ bonus.



"Management has chosen not to give us our CPC+ bonus from last year and we are taking action with our petition to fight back!!"

Lexi Bachteler, RN Family Health Care

Contract update

We are working with management to finalize the contract. We should be ready to distribute soon.

PRN Pay Update

Our new contract defines how PRNs are paid and we agreed to grandfather in the Tier 1 and Tier 2 PRNs. During bargaining we did not intend to increase the percentage that Tier 1 and Tier 2 PRNs are paid but to capture the current practice. Unfortunately, the policy did not match the actual practice. The PRN policy defined Tier 1 pay as 20% and Tier 2 as 30%. Management clarified the practice and we updated the contract to reflect the actual practice. Tier 1 pay will continue to be \$5.40 and Tier 2 pay will continue to be \$8.09.

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