

MultiCare Yakima Memorial Hospital

March 2024

We stood united and won big!



SEIUHealthcare®
United for Quality Care

Highlights of our wins

How we got here

Our actions in the hospital and in the community helped us win.



**When more of us join together in our union, we are stronger!
Sign a membership card today.**



joinseiu1199nw.org

What we won!

- No Floating. Any nurse that has 20 years of experience with the hospital will not be required to float outside of the nurse's unit.
- Shift Coordinators will now be called Charge Nurses – premiums will remain the same. If a permanent Charge Nurse position is needed it will be posted.

We won big on wages!

RNs

New wage scale and increases ranging from 5%-21%, plus 5% this year and 4% in January 2025

Ratification Bonus:

Each employee who worked at least 1,560 hours (equivalent of .75 FTE) in 2023, and is employed on the date the ratification bonus is paid, is eligible to receive a ratification bonus of seven thousand dollars (\$7,000) less required withholdings.

Each employee who worked less than 1,560 hours (equivalent of .75 FTE) in 2023, and is employed on the date the ratification bonus is paid, is eligible to receive a ratification bonus of three thousand and five hundred dollars (\$3,500) less required withholdings.

The ratification bonus will be paid within two full pay periods of ratification.

Retention Bonus in 2025:

Nurses who (1) qualified for the ratification bonus, (2) remained continuously employed working at least 1,560 hours in 2024, and (3) are still employed when the retention bonus is paid in May 2025, will receive a retention bonus in the amount of three thousand dollars (less required withholding) effective the first full pay period in May 2025.

Nurses who (1) qualified for the ratification bonus, (2) remained continuously employed working less than 1,560 hours in 2024, and (3) are still employed when the retention bonus is paid in May 2025, will receive a retention bonus in the amount of one thousand and five hundred dollars (\$1,500) (less required withholding) effective the first full pay period in May 2025.

Premium pay

Bilingual: \$2.00, was: \$50/pay period. Each person is responsible for entering in timecard. Schedule your test with Angelina Garcia in HR.

Float pay: All nurses floating out of your home unit will receive \$2.50

Service: The new wage scale will include a ~20% increase to the most recent pay scale plus current steps, plus 7% this year and 7% in 2025

Ratification Bonus:

Each employee who worked at least 1,560 hours (equivalent of .75 FTE) in 2023, and is employed on the date the ratification bonus is paid, is eligible to receive a ratification bonus of five thousand dollars (\$5,000) less required withholdings.

Each employee who worked less than 1,560 hours (equivalent of .75 FTE) in 2023, and is employed on the date the ratification bonus is paid, is eligible to receive a ratification bonus of two thousand and five hundred dollars (\$2,500) less required withholdings.

The ratification bonus will be paid within two full pay periods of ratification.

Retention Bonus in 2025:

Employees who (1) qualified for the ratification bonus, (2) remained continuously employed working at least 1,560 hours in 2024, and (3) are still employed when the retention bonus is paid in May 2025, will receive a retention bonus in the amount of two thousand dollars (\$2,000) (less required withholding) effective the first full pay period in May 2025.

Employees who (1) qualified for the ratification bonus, (2) remained continuously employed working less than 1,560 hours in 2024, and (3) are still employed when the retention bonus is paid in May 2025, will receive a retention bonus in the amount of one thousand dollars (\$1,000) (less required withholding) effective the first full pay period in May 2025.

Recognition for experience: We will no longer have a cap at step 14 for year-for-year experience

Pay Equity:

*The parties agree to a Work Experience Review for employees hired prior to ratification who request review of their placement on step cap 14 based on past work experience. The employee must request the review **within fourteen(14) days of ratification (3/16/24-3/31/24)**. The Employer will thereafter review the information provided by the employee related to past experience. Following review, the Employee will place them at the correct step as determined by the Employer based on its assessment - in its sole discretion - of their past experience. Pay increases would be on a going forward basis only.*

Premium pay

Bilingual: \$2.00, was \$50/pay period. Each person is responsible for entering in timecard. Schedule your test with Angelina Garcia in HR.

Surgery aide/transport pay grade 9 to pay grade 11

NAC pay grade 9 to paygrade 11

UCA pay grade 11 to pay grade 12

ED Tech pay grade 11 to pay grade 12

Float Nac/Lift Team pay grade 11 to pay grade 12 *Float pay of \$2.50 like the rest of Float pool

Phlebotomist pay grade 10 to pay grade 12

***NEW* Critical Care Tech** pay grade 13 (NAC/UCA/MT) was paid under UCA at pay grade 11

OB Techs pay grade 15 to pay grade 16

*New positions to add to the wage scale at current grade:

Nurse Tech 2 -pay grade 15

NAC Trainees - pay grade 7

Phlebotomy Trainees - pay grade 7

Staffing assistant – pay grade 6

- MOU Service Phlebotomy License will continue to be paid by employer for the life of the contract

Incentive program (like the nurses) for all Service unit workers: The initial effort to cover core staffing holes will be through the use of staff who are less than full-time, covering those holes at the regular rates of pay. In situations where it is not possible to cover core staffing in this manner, full-time (and 0.9 FTE innovative shift) and part-time employees will be offered one and one-half (1½) times the regular rate of pay plus \$3.00 per hour for all hours worked above their FTE.

Remember to ask if the shift is incentive!

EVS Home Assignments. *The Employer will endeavor to maintain regular areas of the hospital to be cleaned by the same Housekeeping department employee each shift. These areas shall be called “home assignments.” While MYMH will attempt to assign employees consistent with their home assignments, MYMH retains the right to assign and reassign employees where necessary in the judgment of MYMH to balance experience or training on a particular shift or where MYMH determines such action to be necessary to the maintenance of a proper level of patient care. All employees must be prepared to accept change to alternate home assignments should the Employer, in its discretion, deem such change necessary. The Employer will not involuntarily assign a Housekeeping department employee to do work outside of their home area for more than three consecutive calendar months.*

New Employee Orientation. *Delegates/officers (or designees) may meet with new employees at a time and location scheduled as part of the Employer’s new employee orientation program to introduce employees to the Union and the Union contract. The Union shall provide a copy of the Collective Bargaining Agreement to the employee at the orientation. The meeting shall not exceed fifteen (15) minutes in duration and shall be on paid time for the new employee. Employer representatives shall not be present during the Union’s fifteen-minute presentation.*

Important!

Transition to PTO and Sick leave 90 days before Work Day goes live:

Up to ninety days before Work Day goes live (June 21, 2024 cut off), employees may request a one-time payment accrued vacation and holiday hours provided they keep a combined minimum of eighty hours in their bank. When Work Day goes live, all current vacation and holiday hours as of the Work Day transition will be carried over to their new PTO account and banked regardless of the accrual caps.

Please send in cashout request before June 21, 2024 to HR

These changes won’t happen until Work Day goes live (target date September 22)

- Once Work Day goes live, we will have NEW employment status definitions:

Regular Full-Time Employee. An employee who is not in a temporary, agency, contracted traveler, unit based supplemental, general supplemental, or probationary status or position, and who is in a position which has budgeted/approved hours of seventy-two (72) or more in a fourteen (14) day pay period. **If you have an FTE of .75 and above, you will still receive medical benefits at full time.**

Regular Part-Time Employee. An employee who is not in a temporary, agency, contracted traveler, unit based supplemental, general supplemental, or probationary status, and who is in a position which has budgeted/approved hours between eight (8) and fewer than seventy-two (72) in a fourteen (14) day pay period. **If you have an FTE of .75 and above, you will still receive medical benefits at full time.**

A regular part-time employee with approved hours between eight (8) and fewer than seventy-two (72) per fourteen (14) day pay period **may elect to receive a premium of twelve percent (12%) above his/her base rate of pay (“per diem premium”) in lieu of paid sick and PTO leave.** Election of the per diem premium may occur at date of hire, upon a change from full-time to part-time status or during open enrollment. Employees who have elected the per diem premium are entitled to unpaid PTO time, which will be accrued, tracked and scheduled in the same manner as paid PTO is accrued, tracked and scheduled for regular employees.

Regular part-time employees who have accumulated, unused paid PTO and personal leave when they elect to receive the per diem premium shall be entitled to use such paid leave until it is exhausted, in accordance with applicable MYMH policies and procedures. Any balance of accumulated, unused sick leave will be frozen and unavailable to the employee until the employee's status changes to regular full-time or regular part-time without the per diem election.

- When Work Day goes live, available, occasional and per diem will change:

Unit Based Supplemental Employee (replaces per diem). An employee who has no regularly scheduled hours and has signed a Unit Based Supplemental Employee Agreement. Unit based supplemental employees are utilized to cover the staffing needs of a specific unit. Each unit based committee, shall determine guidelines for how unit based supplementals will be used to cover the staffing needs (For example, supplementals may work in excess of the minimum requirements and may take call). The Employer retains the discretion to modify the guidelines to meet the needs of the unit. The Employer will meet with the unit based committee and discuss alternatives. Unit based supplemental employees must be available at least two (2) open shifts per month, including night, evening, and weekend shifts, and must be available to cover two (2) of the holidays identified. Reference source not found. of this Agreement. MYMH may schedule unit based supplemental employees to cover shifts for reasons such as census fluctuations, vacations, extended ill periods, and other leaves of absence of employees. Unit based supplemental employees are not eligible for benefits unless so specified.

Unit based supplemental employees receive a premium of **sixteen percent**

(16%) above their base rate in lieu of all benefits. Unit based supplemental employees are eligible for premium pay and differentials as specified in this Agreement.

Unit based supplemental employees must complete a Unit Based Supplemental Employee Agreement. A copy of the Unit Based Supplemental Employee Agreement will be maintained in the employee's personnel file. Unit based supplemental employees must abide by the requirements of the Agreement they sign in order to remain in employment with MYMH. MYMH retains the right to alter these standard agreements, in its discretion, based on patient care and unit needs, in accordance with this Agreement.

Unit based supplemental employees also must complete an "Available to Work" Calendar in accordance with applicable MYMH policy.

An employee whose status changes from regular to unit based supplemental will be cashed out of accumulated balance of PTO, up to the maximum allowed pursuant to, ARTICLE 10 - 3 of this Agreement, unless the employee requests otherwise, and MYMH agrees, in its discretion. Sick leave balances will be frozen and not used except in such case where the unit based supplemental employee is pre-scheduled to work at least one week in advance and he/she experiences a sick leave qualifying event. In such case, sick leave hours may be used for the scheduled shifts not worked.

General Supplemental Employee (replaces occasional and available). *An employee who has no guaranteed or regularly scheduled hours and has signed a General Supplemental Employee Agreement. General supplemental employees are hired to cover staffing needs of specific Clinical Groups and must meet clinical requirements established by MYMH for each group. General supplemental employees must be available at least two (2) open shifts per month, including night, evening, and weekend shifts. General supplemental employees will be scheduled to cover shifts for reasons such as census fluctuations and sick calls. General supplemental employees are not eligible for benefits unless so specified.*

Resident Nurse. *A nurse whose acute care clinical experience post-graduation is less than twelve (12) months and who is currently in an RN Resident position. For resident nurses only, the probationary period is the initial residency period plus ninety (90) calendar days, but under no circumstance will the probationary period be longer than 12 months. The probationary period may be extended in writing by mutual agreement for up to an additional ninety (90) day period.*

- **Resignation of employment** will be reduced from 4 weeks to give notice to 14 days notice.

- **Discharge/Discipline.** Updated to include Just Cause language and written warnings shall expire after two (2) years for the purpose of determining any future progressive discipline.

Please note that this is not automatic, each person will need to email HR to remove said disciplines.

- **Copies of Written Discipline.** Employees will be provided a copy of any written discipline and shall be required to sign the written disciplinary action for the purpose of acknowledging receipt thereof. Employees shall have the opportunity to provide a written response to any disciplinary action to be included in the personnel file.

Low census article and rotation will change when Work Day goes live:

1. Employees who are scheduled to work but volunteer to be released from duty due to low census. PTO or low census without pay may be used
2. Agency nurses
3. Nurses working overtime hours (not due to callback or incentive shift) whenever possible
4. General supplemental nurses (replaces occasional and available)
5. Unit based supplemental nurses working beyond their required shifts
6. Nurses working above their approved hours
7. Unit based supplemental nurses working at or below their required shifts. (replaces per diem)
8. Contracted traveling nurses
9. Regular full-time and regular part-time nurses who have floated from another unit

Low census callback pay: *A nurse who is scheduled to work a shift and is placed on low census on-call, and thereafter is called back in to work, shall be paid at time-and-a-half the nurse's base rate for all work performed as part of the callback. If, after being placed on low census on-call, the nurse asks to be placed on a list for availability to work in an agreed upon department(s) and is assigned to work in another department, the nurse will not be paid time-and-a-half, but **float pay will apply** in accordance with Article XX. Such employees may not be required to work beyond the end of their regular shift. The time-and-a-half rate shall not apply to employees issued a delayed start low census, but not placed on-call. This article does not apply to general supplemental employees.*

- **Job postings** will change when Work Day goes live from 5 days to 7 days
- **When Work Day goes live, seniority WILL BE BASED ON DATE OF HIRE:**

Seniority Defined. Seniority shall be based on the employee continuous length of service as an employee from most recent date of hire as a regular full-time or part-time nurse working at Memorial Hospital. Seniority shall not apply to a nurse until completion of the required probationary period. Upon satisfactory completion of this probationary period, the nurse shall be credited with seniority from most recent date of hire.

Comparing Seniority. *Where seniority dates of nurses are the same, the Hospital will look at data available in the Hospital system. The employee with the most hours worked will be the most senior. The employee with the lesser hours may request an audit of hour worked if they dispute the determination.*

Termination of Seniority. *Seniority shall terminate upon cessation of the employment relationship; for example, discharge, resignation, retirement, accepting permanent employment with another hospital, refusal to accept a comparable job opening (same shift and FTE) offered by the Employer while on layoff, after eighteen (18) consecutive months of layoff, or failure to comply with specified recall procedures.*

NEW Lay-off severance benefit:

Lump Sum Payment & Benefit Schedule		
Years of Service	Weeks of Pay	Months of Benefits Consideration
0 – 2	2	2
3	3	2
4	4	2
5	5	2
6	6	2
7	7	2
8	8	2
9	9	2
10	10	3
11 – 15	12	3
16 – 20	13	3
21+	14	4

- **Department/unit restructure.** Unit merger and/or restructure shall be defined as the combining or division of separate units or departments, a change in a department that affects FTE, pay, shift or **schedule change of more than two hours and/or impacting more than two people.**
- **Rest and meal periods.** Once Work Day goes live, the Employer will continue to provide uninterrupted rest period of fifteen **(15) minutes** with pay as part of scheduled work hours for each four (4) hours of working time. Rest periods shall be scheduled as near as possible to the midpoint of the four (4) hour work period. Any interruptions to a rest period must be consistent with limitations and penalties under applicable state law.
- RBS will change once Work Day goes live:

Rest Between Shifts. *In scheduling work assignments for eight hour shifts, the Employer will make a good faith effort to provide each employee with at least eleven (11) hours off duty between shifts. In the event that an employee is required to work with less than eleven (11) hours off duty between shifts, all time worked during that second shift shall be compensated at one and one half (1 and one-half) times the regular rate of pay. This provision shall not apply to education, committee meetings, staff meetings (unless mandatory) or to any standby assignments, including low census standby. This provision applies to callback hours. The terms of this Article apply in its entirety to employees working ten (10) or twelve (12) hour work shift schedules with the exception that the Employer will make a good faith effort to provide each employee with at least (10) hours off duty between shifts and will provide the Rest Between Shift premium described in this Article for those who receive less than ten hours rest.*

- Weekends will change once Work Day goes live:

Weekends. *The Hospital will continue its good faith effort to schedule full time and part time nurses every other weekend off. In the event an employee works two (2) successive weekends, all time worked on the second weekend shall be paid at the rate of time and one-half (1 1/2) the regular rate of pay. The third regularly scheduled weekend shall be paid at the employee's regular rate of pay. The weekend shall be defined for first (day) and second (evening) shift employees as Saturday and Sunday. For third (night) shift employees, the weekend shall be defined as Friday night and Saturday night. The weekend shall be defined as all hours between 11:00 p.m. Friday and 11:00 p.m. Sunday. This*

section shall not apply to employees who request the trading of weekends, to employees who agree to work regularly recurring weekend positions (i.e. Saturday and/or Sunday). Premium pay provided for in this section shall not apply to time spent for educational purposes or to Per Diem employees.

- Overtime will change once Work Day goes live:

Daily overtime will still occur paid at base rate plus 1.5 times them premium gets added to the top.

- BNP will not be a practice anymore, but if working incentive shifts it will help reach a full FTE.
- We will accrue PTO and sick on overtime up to the annual max.
- Innovative shift employees (10s and 12s) shall accumulate PTO and sick leave based on hours worked.
- 9 hour shifts will no longer exist once Work Day goes live. (currently not utilized)
- Call back will change when Work Day goes live:

Call back. *Employees who are scheduled to be on standby at the conclusion of their shift, and stay beyond their scheduled stop time for a minimum of thirty (30) minutes, shall be eligible for call-back and the two-hour minimum. Time worked less than thirty (30) minutes will be considered shift overtime in accordance with overtime provisions of this agreement, with the following exceptions:*

a. *The Employer may call the employee in at the start of their standby shift and initiate callback prior to the end of the 30-minute period.*

b. *The Employer may also initiate callback prior to the thirty (30) minutes for a standby employee if the standby employee is onsite and providing patient care that they would otherwise be called into perform.*

Effective with the go live of Work Day, all callback will be paid at the rate of time and one-half (1 ½). Double time will not be paid.

Callback Work. *Subject to patient care considerations, the Hospital will make a good faith effort to provide relief for a employee who requests the next shift off or a change in the start time or end time the following shift when the employee has been working on call. To be considered, the nurse must notify the Hospital not later than one and one-half (1 ½) hours in advance of the nurse's scheduled shift if making such a request. At the nurse's request, an accrued holiday or a vacation day may be used, or the time off may be considered a low census day. **Only change is New EXA Code here once Work Day goes live.** We preserved EXA.*

- Once Work Day goes live, there will be new double time language:

Double time hours are calculated at the base rate plus one hundred percent (100%) of the base rate. If an employee scheduled to work 8 hour shifts works more than twelve (12) consecutive hours within a twenty-four (24) hour period, all work performed in excess of twelve (12) consecutive hours shall be paid at the double time (2x) rate. If an employee scheduled to work ten (10) hour shifts works more than twelve (12) consecutive hours within a twenty-four (24) hour period, all work performed in excess of twelve (12) consecutive hours shall be paid at the double time (2x) rate. If an employee scheduled to work twelve (12) hour shifts works more than fourteen (14) consecutive hours within a twenty-four (24) hour period, all work performed in excess of fourteen (14) consecutive hours shall be paid at the double time (2x) rate.

RN Premium pay will increase once Work Day goes live:

Weekend: \$3.50 (was \$3.40)

Shift Differential:

Evenings: \$3.00 (was \$2.75)

Nights: \$4.50 (was \$4.00)

Standby: \$4.25 (was \$4.00)

Degree pay: \$1:00

Cert pay: \$1.25 was \$1.00 [for degree/cert pay, group together and add “Only one of each”]

Service Premium pay will increase once Work Day goes live:

Trainer Differential: \$1.00

Weekend: \$2.50 was \$1.10 for pay grades 5-9, \$2.15 for pay grades 10-16

Shift Differential:

Evenings: \$2.00 (was \$1.55)

Nights: \$3.00 (was \$2.50)

Standby: \$4.25 (was \$4.00)

- Once Work Day goes live, the following language replaces the current Holiday Article:

Recognized Holidays. The following holidays are recognized by MYMH:

- ▶ New Year's Day
 - ▶ Memorial Day
 - ▶ Independence Day
 - ▶ Labor Day
 - ▶ Thanksgiving Day
 - ▶ Christmas
- **Holiday Transition:** Employees will receive a **one-time addition** of 24 additional hours of PTO accrual added to their PTO bank at the first full pay period following January 1, 2025

Holiday Work. Any hourly employee who works on a designated Holiday will be paid time and one-half (1-½) for all hours worked on that day. If an employee scheduled to work 8 hour shifts works more than twelve (12) consecutive hours on a Holiday, all work performed in excess of twelve (12) consecutive hours shall be paid at the double time (2x) rate. If an employee scheduled to work ten (10) hour shift works more than twelve (12) consecutive hours on a Holiday, all work performed in excess of twelve (12) hours will be paid at the double time (2x) rate. If an employee scheduled to work a twelve (12) hour shifts on a Holiday works more than fourteen (14) consecutive hours on a Holiday, all work performed in excess of fourteen (14) consecutive hours shall be paid at the double time (2x) rate. If an employee is assigned a 40-hour variable shift, overtime and double time on a Holiday will apply as described above based on the shift length assigned for that particular shift and 24-hour period.

Absence on a Holiday. An employee who is scheduled to work on a holiday but who is absent on the holiday without approval shall not receive PTO and is subject to disciplinary action.

An employee whose department is closed on a holiday, is able to schedule a day off or is on a scheduled vacation on the holiday may elect to use PTO in order to receive pay in an amount equal to payment for the employee's regularly scheduled shift.

If an employee is absent for a sick leave qualifying reason on a holiday, the employee shall use sick leave for the time missed on the holiday if another day has been prescheduled during the cycle as the employee's holiday off. A regular part-time employee may use holiday and sick hours to make up a full shift.

If a holiday falls during an unpaid leave of absence or any other period in which the employee is not receiving any pay for hours worked, the employee shall not be entitled to PTO.

- Once Work Day goes live, the following language replaces the current Vacation article:

Eligibility. *Regular full-time employees and regular part-time employees who have budgeted/approved hours of at least eight (8) per pay period and do not receive the per diem premium shall be entitled to paid PTO to the extent the employee has accrued and not used such leave.*

PTO Pay. *PTO pay shall be paid at the employee's base rate plus shift differential when the employee is regularly scheduled to work an evening or night shift in an amount not to exceed the employee's approved hours.*

PTO Accumulation. *Regular full-time employees shall earn PTO each pay period, up to the maximum accrual, as set forth in the following schedule:*

Years of Service	Accrual/Hour Paid	Max Accrual
0-3	0.0731	232
4-8	0.0924	312
9-19	0.1116	392
20+	0.1231	406

Use of PTO. *PTO must be scheduled and used in accordance with applicable MYMH policies and procedures.*

Scheduling. A nurse desiring to use PTO shall request in writing the desired PTO time as far in advance as is reasonable but not less than four weeks before the schedule is posted. Nurses shall be entitled to schedule PTO for five (5) days or more to coincide with weekends off and shall not be required to schedule weekend work in excess of the weekend work requirements set forth in Section 6.5, either before or after scheduled PTO time. The nurse requesting PTO sixty (60) days or less in advance will be notified in writing within fourteen (14) calendar days after the request is received by the Nurse Manager whether PTO, for a full week or more, is approved. No PTO request should be denied if patient care needs can be met and no other RN staff in that department/shift has requested the same time off. Nurses requesting PTO over sixty (60) days in advance will be notified in writing at least thirty (30) days in advance of the requested PTO whether their request is approved. Coverage of the nursing units and the staffing to cover PTO shall be the responsibility of the Nurse Manager or designee. Nursing management will take into consideration needs of the Hospital and other staff in granting PTO. A nurse will be paid no more than the nurse's accrued PTO. In cases of conflicting requests for PTO, seniority shall prevail; seniority shall not affect approved PTO.

Payment of Accumulated PTO Upon Termination. An employee who resigns or is discharged before he/she has completed six (6) months of continuous service shall not be entitled to payment for accumulated, unused PTO.

An employee who resigns or is laid off after he/she has completed six (6) months of continuous service will be paid accumulated, unused PTO up to a maximum of three hundred sixty (360) hours.

An employee who is terminated by MYMH shall not be entitled to payment for accumulated, unused PTO.

PTO Donation. Employees will be eligible to donate accumulated unused PTO to other MYMH employees in accordance with applicable MYMH policy.

- Once Work Day goes live, the following language replaces the current Sick leave article:

Eligibility. Regular full-time employees and regular part-time employees who have budgeted/approved hours of at least eight (8) hours per pay period and do not receive the per diem premium shall be entitled to paid sick leave to the extent the employee has accrued and unused such leave. Although such employees accumulate sick leave from their date of hire, they are not eligible to use sick leave until they have satisfactorily completed the applicable probationary period.

Paid Sick Leave. Sick leave shall be paid at the employee's base rate plus shift differential when the employee is regularly scheduled to work an evening or night shift in an amount not to exceed the employee's approved hours.

Sick Leave Accumulation. Regardless of Part-Time or Full-Time status you accrue sick time on hours compensated (i.e. sick time accrues while an employee is taking sick leave.) Contractual sick (E) is 0.02120 hours accrued for every hour compensated with a cap of 524 hours. For WA Sick (ES) it is 0.025 hours accrued for every hour compensated with no annual cap. Sick leave shall be accumulated on a pay period by pay period basis and shall be credited to the employee's sick leave balance subsequent to the last day of each pay period as follows:

Sick – WA Sick (ES): 0.0250 hours accrued for every hour compensated worked. There is no maximum yearly accrual (can accrue >52 hours per year if working OT, etc...) and will roll over each year. For full-time hourly employees this usually amounts to 52 hours accrued per year. This is the default bank used first by employees. This accrual bank has no cap.

Contractual Sick Leave (E) 0.02120 hours accrued for every hour compensated for full-time hourly employees this usually amounts to 44 hours accrued per year, This accrual bank has a cap of 524 hours

Use of Sick Leave. Sick leave must be scheduled and used, and will be paid, in accordance with applicable MYMH policies and procedures. Employees may choose the leave bank from which to deduct accrued leave, whether they use their contractual (Sick E) or statutory leave bank (Sick ES) to cover sick leave time. If a Employee does not choose a bank, the Hospital will deduct leave from Sick ES.

Payment of Accumulated Sick Leave Upon Termination. Employees shall not be entitled to payment for unused, accumulated sick leave upon termination of employment, including retirement.

Notification of Absence from Work. Nurses working the first (day) shift shall when practicable notify the Hospital at least two (2) hours in advance of the nurse's scheduled shift if the nurse is unable to report for duty as scheduled. Nurses working the second (evening) and third (night) shift shall notify the Hospital at least three (3) hours in advance of the nurse's scheduled shift if the nurse is unable to report for duty as scheduled. The nurse must notify the Hospital each day of absence if the nurse is unable to work unless prior arrangements have been made with supervision.

At the time of Work Day conversion, current sick leave will be converted to the appropriate bank as outlined in the accrual tables. Non-protected sick leave in excess of the 524 hour cap for the Sick-Regular bank will roll over to the Sick-WA Sick leave bank. Protected sick leave will have NO cap.

***(New) Newly hired Employees.** *Shall be entitled to benefits for which they are eligible upon completion of a waiting period of thirty (30) consecutive calendar days of employment such that the Employee will be covered as of the first day of the calendar month immediately following the calendar month in which the Employee celebrates thirty (30) consecutive calendar days of employment.*

***New Increases to Health Insurance.** *Any increases during the term of this Agreement to the monthly health insurance premiums will be shared equally by the employee and Employer.*

NEW FOR EDUCATION

Education: Tuition Reimbursement will be replaced by the SEIU 1199NW Training Fund which consists of tuition assistance (up-front money) for any employee. Starts January 2025.

More information to come!

Education leave. While on educational leave, there is no expectation to work but any employee can agree by mutual consent to work a shift if needed

Union Leave. Employees will be afforded the option of requesting an unpaid leave of absence or use accrued PTO leave to attend Executive Board meetings, officer meetings, delegate meetings, training sessions, delegate leadership assemblies, union conventions, union functions, seminars, campaigns, or other programs. Such leave may be approved subject to patient care needs. If mutually agreed to, the leave will be up to twelve (12) weeks with guaranteed same job back.

Prevention of Musculoskeletal Injuries. The parties recognize that back and musculoskeletal injuries are a major occupational hazard to healthcare workers. In the interest of prevention, the Labor/Management Committee will discuss appropriate ways to identify means for preventing such injuries.

Workplace Safety is a priority. If you have experienced/witnessed a safety event, share with members of your bargaining team or department delegate. We can address safety issues through our committees.

***New* MOU SANE Nurse.** *The Hospital and the Union desire to encourage more nurses to attend and complete SANE training. The Hospital will create a committee to study best practices and make recommendations within thirty days of ratification.*

Next Steps!

- 1** Become a member of our union. When more of us join together in our union, we win big!
- 2** Join a committee to improve staffing and working conditions! Sign up below.



Service Practice: For a voice in our staffing and working conditions

Nurse Practice Staffing Committee: Share how staffing impacts you and your coworkers

Health Benefits: Look at data of utilization reports, discuss how our plans and Rx costs are working and not working. Discuss if the hospital will increase our premiums and if any changes to our plans will happen.



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