

Communications Workers of America – Kenmore RN Final Bargaining Report

**The bargaining committee unanimously recommends the following agreement for ratification on February 21st.
The vote will be held in the community room from 7am – 7pm.**

Major Economic Changes

Article 22: Salaries

Steps are added back into the contract. This means that employees due a step raise will receive two raises that year. See scale below.

Section 1. (A) This schedule will be effective the last first full pay period following January, 2017. All current active employees covered by the agreement shall be placed on the scale below. Employees shall be placed on the scale based on years of service and any prior experience credited.

For any employee whose placement on the scale will not result in at least a 2% increase, such employee shall receive a general wage increase of 2% and remain off step until they hit the next step year.

Grade	Hire Rate	1 st Year Anniv.	2 nd Year Anniv.	3 rd Year Anniv.	4 th Year Anniv.	5 th Year Anniv.	8 th Year Anniv.	12 th Year Anniv.	16 th Year Anniv.	20 th Year Anniv.
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	\$30.52	\$31.28	\$32.07	\$33.35	\$35.02	\$36.92	\$39.16	\$40.20	\$41.17	\$42.32

(B) This schedule will be effective the last full pay period of January 2018 and reflects a 2.75% increase:

Grade	Hire Rate	1 st Year Anniv.	2 nd Year Anniv.	3 rd Year Anniv.	4 th Year Anniv.	5 th Year Anniv.	8 th Year Anniv.	12 th Year Anniv.	16 th Year Anniv.	20 th Year Anniv.
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
RN	\$31.36	\$32.14	\$32.95	\$34.27	\$35.98	\$37.94	\$40.24	\$41.31	\$42.30	\$43.49

(C) This schedule will be effective the last full pay period of January 2019 and reflects a 3% increase:

Grade	Hire Rate	1 st Year Anniv.	2 nd Year Anniv.	3 rd Year Anniv.	4 th Year Anniv.	5 th Year Anniv.	8 th Year Anniv.	12 th Year Anniv.	16 th Year Anniv.	20 th Year Anniv.
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
RN	\$32.30	\$33.11	\$33.94	\$35.30	\$37.06	\$39.08	\$41.45	\$42.55	\$43.57	\$44.79

(D) This schedule will be effective the last full pay period of January 2020 and reflects a 1% increase:

Grade	Hire Rate	1 st Year Anniv.	2 nd Year Anniv.	3 rd Year Anniv.	4 th Year Anniv.	5 th Year Anniv.	8 th Year Anniv.	12 th Year Anniv.	16 th Year Anniv.	20 th Year Anniv.
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
RN	\$32.62	\$33.44	\$34.28	\$35.65	\$37.43	\$39.47	\$41.86	\$42.98	\$44.00	\$45.24

Section 11. For all hours worked on the weekend, weekend employees shall be paid the weekend rate of:

- a.) \$55.60 per hour effective the first full pay period of June 2016;
- b.) \$56.99 per hour effective the first full pay period of June 2017
- c.) \$58.31 per hour effective the first full pay period of June 2018 ~~2014~~; and
- d.) \$58.99 per hour effective the first full pay period of June 2019 ~~2015~~.

Health Plan

**Communications Workers of America – RN Bargaining Unit
Final Bargaining Report**

Co-Pays	The following health plan co-pay increases will take effect upon ratification: Emergency Room: \$75 Urgent Care: \$50 Specialty Imaging (MRI, PET Scan, CT Scan): \$50
Hospital Discounts	Hospital Discounts will apply for ER and Specialist Imaging. Emergency Room visits will have fifty percent (50%) of ER co-pay waived, up to a discounted maximum of twenty-five dollars (\$25).
Catholic Health Seniority	Catholic Health Seniority will now count for the purposes of health insurance

Other Key Improvements

- **Common Expiration Dates:** June 30th 2020 for all Catholic Health CWA Contracts
- Pay Raises are **Retroactive** (to last full pay period January)
- **Evening Shift Differential** increased to \$2.00 per hour
- Eliminated **eight request limit** (no limit on requests)
- **Floating:** Employees with 25 years or more will not be required to float
- **PTO Buyback** changed to November, following the 2017 March buy back (will be two times this year)
- Addition of one **Nurse Educator** on evening and night shift
- **Call In Bonus** for OR, PACU, & IR (See 26b)
- Improved Emergency PTO language
- Low Census Language Improvements
- Extensive Labor Management Initiative to work through issues
- Funding of Pension Plan of 155.3 million over the life of the contract
- Commitment to make Staffing Committee and Health and Safety Committees effective

Dress Code

The Hospital will be implementing a new dress code beginning January 1, 2018 requiring all RNs to wear navy blue scrubs and jackets. This was an important item for the Hospital.

Staffing

- Float pool increased to 8 RNs. There will be an incentive offered to all floats of 1 weekend per month and no holiday commitment
- \$7 per hour bonus payment to cover unscheduled PTO and unexpected absences (see page 14)
- \$7 per hour bonus payment to cover long term vacancies (see page 14)
- ICU: Charge nurse will be involved in decision to float nurse attendant
- Hospital agreed to improve 3E grid during bargaining