

SUMMARY OF AGREEMENT: WAMC 1/11/2022

At 2 p.m. on January 11, after we announced a four-day strike, management came back to the table with significant improvements. The NUHW Bargaining Team met and have reached a tentative agreement for a new contract pending membership ratification.

The Bargaining Team recommends a YES VOTE. [Vote online at NUHW.org/wamcvote.](https://www.nuhw.org/wamcvote)

ECONOMICS

WAGES:

Full-Time/Part-Time:

Wages: Effective immediately, 71 percent of the full-time/part-time staff will receive a **9 percent or greater pay increase.**

Average wage increase in Year 1 is 12 percent. For full time and part time employees a minimum of 3% and the maximum is 24% for full placement onto the new wage scale.

Average wage increase during the term of the contract is 19 percent: with the minimum being 9 percent and the maximum 31 percent.

Effective immediately: New Wage Scale: All full-time/part-time employees are eligible for placement in a wage scale based on their years of experience or a 3 percent wage increase, whichever is greater.

Effective January, 2023: 3 percent increase

Effective January, 2024: 3 percent increase

Per Diems:

Average wage increase in year 1 will be 11 percent for all per diems. Minimum of 3 percent and a maximum of 22 percent.

Effective immediately: New Wage Scale: All Per Diems qualify for placement onto 10th step of scale or 3 percent, whichever is greater.

Effective January 2022: 3 percent increase

Effective January 2023: 3 percent increase

SHIFT DIFFERENTIALS:

3PM-11PM: Current contract: \$2 **NEW CONTRACT: \$4**

6PM-7AM: Current contract: \$3 **NEW CONTRACT: \$6**

RELIEF LEAD PAY:

Current contract: \$1; **NEW CONTRACT: \$4**

PRECEPTOR PAY:

Current contract: \$1.50; **NEW CONTRACT: \$3**

STANDBY/ON CALL PAY:

Current contract: \$6.00:

NEW CONTRACT: \$9 for all staff; and \$10 for Cardiovascular Techs

EXTRA SHIFT DIFFERENTIALS PAY:

Current contract: \$125 for only the following classifications:

CT Techs, LVNs, RTs

NEW CONTRACT: \$150 for all members in all job classifications

HEALTH BENEFITS: Maintained 100 percent FREE healthcare options for all full-time employees and also maintained the same percent of Employer premium contributions at all levels of coverage for all plans.

NEW: ADDED: Tier 2 Provider Benefit: If a Tier 1 facility is not available within 50 miles of WAMC, employees may utilize a Tier 2 facility, but will only incur the costs (copays/deductibles) associated with a Tier 1 facility.

EDUCATION/CERTIFICATION BONUS: NEW: Defined certifications eligible

An annual \$500 certification bonus will be paid if you hold the following certifications:

Certified Surgical Technology

Certified Registered Central Service Technician

Certified Flexible Endoscopy Reprocessor

Adult Critical Care Specialist

A one time \$500 bonus will be paid if you hold the following certifications:

Register Diagnostic Medical Sonographer (Certified w/2 or more body parts)

Vascular Interventional Radiography

Registered Cardiovascular Invasive Specialist

Gerontology Certification

Wound Care Certification

Tracheotomy Care Certificate

ARTICLE 29: Vacation

If you do not have any available sick days, you may now utilize PTO upon your request.

ARTICLE 3—EMPLOYEE STATUS

Per Diem staff must provide 4 shifts *availability* each four week period.

ARTICLE 12—FLOATING

Improved language so full-time staff will be the last staff to be floated, after per diem and part-time staff.

NEW: SURGICAL TECHS: Differential

Surgical Techs assigned to the following surgical procedures shall receive an hourly differential of \$20 for each hour worked:

Resection of Lungs

Lung Biopsy

Thoracotomy with or without decortication
Thoracoscopy with or without decortication
Aortic aneurysm
Pericardial Window
Cardiac valve replacement
Femoral bypass
Endarterectomy
CABG

ALL OTHER LANGUAGE REMAINS THE SAME.