

HUGE WIN

FOR WYCKOFF PATIENTS AND THE NYSNA NURSES!

A new contract has been achieved by the WHMC-NYSNA Nurses. Major wins include New Ratios/Staffing Levels Across Many Units, Retiree Health, Floating Language, Wage Increases on Base plus Steps with Full Retro, and Much More!

Join us as we celebrate this win and ratify our new contract This Week. Full raises, retro, guaranteed benefits, and new RN:Patient ratios and strict staffing enforcement take effect as soon as we ratify!

— RATIFICATION VOTES —

Thursday, June 13th

2pm-8pm

Cafeteria

Friday, June 14th

7am-7pm

Cafeteria

HIGHLIGHTS OF THE TA ARE:

1. Newly Established Ratios and Staffing Levels: **Med-Surg/Tele-** 1:6, **ICU-** 1:2, **Mom/Baby-** 1:4 Couplets, **IMCU-** 1:4, **Peds-** 1:6, **L&D-** 5 RNs/shift, **QI/QA-** at least 4 RNs/shift, **CM-** at least 8 RNs/shift
2. Staffing enforcement language that gives nurses an equal voice on staffing issues and allows the staff nurses to enforce and monitor the ratios. All staffing disputes now reviewed by a binding and expedited 3 party panel of RN experts.
3. 3% annual across the board wage increases for all classifications and statuses of nurses, with FULL RETRO back to 1/1/19! Total of 12% in increases over the next 4 years
4. 3% increases on all Experience Steps in 2020, 2021, and 2022. Total of 9% in increases---on top of all the wage increases mentioned in #3
5. New Retiree Health Plan that helps cover all medical costs from 60-65 and after 65 while on Medicare till the day an RN dies!
6. For 60-65 Retirees- nurses will be able to access BOTH the \$3,000 per year for insurance premiums AND the New Retiree Health fund called "VEBA" to pay for ALL other medical expenses.
7. For Retirees on Medicare- nurses will be able to access the New Retiree Health Fund called "VEBA" to reimburse all medical expenses, including Medicare Supplemental Insurance premiums, copays, prescription, vision and dental! True Retirement Security!
8. Continued Health Coverage with NYSNA Plan A Insurance
9. Retirement income security with the NYSNA pension
10. Stricter Floating language- a new full section on this topic that protects the nurses and patients
11. Non-Nursing Functions- WHMC must take action if nurses can prove they're regularly performing this work
12. Nurses will now be off on Weekends before and after their scheduled Vacations
13. Major Nursing Continuing Education Improvements!

AND MUCH, MUCH MORE

YOUR NYSNA BARGAINING COMMITTEE UNANIMOUSLY RECOMMENDS A YES VOTE TO RATIFY THIS NEW CONTRACT.