

Summary of UWMC-WSNA Comprehensive Tentative Agreement
2013-2015 Collective Bargaining Agreement

Article	Revisions
Article 5 – Association Representatives, Dues Deduction, Activities	Updates – The language surrounding administrative processes such as dues deduction and employee rosters was updated to better reflect current processes.
Article 7 – Hours of Work and Overtime	<p>Compensatory Time Off – Compensatory time accumulation for extra “straight-time” hours worked will be eliminated.</p> <p>Update – Outdated language surrounding the transmission of schedules to WSNA will be deleted.</p> <p>Rest Periods/Breaks – Any missed rest breaks that are not documented in KRONOS will be considered as taken.</p>
Article 9 – Salaries/Pay Items	<p>Base Wage Rate Adjustment – Employees will receive a 2 percent across-the-board wage increase for both years of the 2013-2015 biennium, effective July 1 of 2013 and 2014.</p> <p>Pay Step Increases – Effective January 1, 2014, UWMC will increase the pay at steps L, N, Q, and R on the registered nurse 2 pay range. Previously, each of these steps did not provide for a pay increase from the preceding step.</p>
Article 10 – Premium Pay	Charge Nurse Pay – Nurses will be paid the Charge Nurse premium when they are assigned Charge Nurse responsibility for a period of one or more hours, instead of the previous minimum four-hour threshold.
Article 13 – Leaves of Absence	Leave due to Childcare Emergencies – Use of vacation leave, sick leave, and leave without pay for emergency child care will be limited to six days total per calendar year.
Article 21 – Worker’s Compensation	Return to Work Program – UWMC will add a reference and a link to the location of the policy surrounding this program.
Article 28 – Duration of Agreement	Update – The contract term was updated to cover the 2013-2015 biennium.
Appendix III – Clinical Clusters Pertaining to Layoff	The parties agreed to various updates to the clinical clusters pertaining to layoff in order to better reflect the current organizational structure.
Appendix IV – Innovative Work Schedule Agreement Form	Nurses may submit changes to their work period twice per year or when transferring to a new unit.
Letter of Understanding – Rest Periods/Breaks	<p>The newly agreed-upon language in the Rest Periods/Breaks provision of Article 7 will not impact the parties’ current grievance, legal, or settlement talks concerning rest periods and breaks at UWMC.</p> <p>By August 19, 2013, the KRONOS system will include a clear method of daily attestation that nurses will use to identify any missed rest periods.</p>
MOU – Surgery and Recovery Subcommittee	(Deleted)

**MOU – Early Implementation of
Contract Language**

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