

WHY JOIN?

By joining together to protect our interest as nurses, we protect and raise the nurse standards both on a local and national level. Our Collective Bargaining Agreement (CBA) is our future and the future for our children and grandchildren. We need to secure the future of nursing. The success to advance the nursing profession and to help ourselves will increase with each nurse who joins our Professional Nurses Association, FNA, OPEIU 713.

By joining the Florida Nurses Association, OPEIU Local 713, we have the legal right to negotiate our working conditions, wages, and benefits at Wuesthoff Medical Center. With the help of the nurse negotiating team, we mutually agree with Wuesthoff management on our conditions of employment. We have a Collective Bargaining Agreement (CBA) that spells out the rights and obligations of both the nurses and management. Our CBA is a legally-binding contract enforceable by law. Listed below are the highlights of our current Nurses' Union Contract at Wuesthoff:

- Just Cause Language
- Float Protection Language
- Market Wage Adjustment
- A voice in Policy/Practice Changes at Labor & Management Meetings
- Grievance Procedure for Discipline(s)
- Holiday Pay, Vacation Pay, & Sick Pay
- Bereavement Paid Time Off or Approve Leave of Absence
- Wage Increases & Performance Based Wage Increases
- No schedule changes without affected RN permission after schedule posted (or to change schedule to avoid paying overtime)
- Court Witness Pay/Jury Duty Pay
- Shift Premiums/Differentials-
 - Charge Nurse Differential
 - Preceptor Premium
 - Education Premium
 - Certification Premium
 - On Call Pay
 - Call Back Pay
- Tuition Reimbursement
- Continuing Education Reimbursement
- Initial Certification Reimbursement
- No mandatory overtime
- No mandatory on call
- And more.... (see Union Benefits on this website)



**MOVE FOR CHANGE – JOIN NOW!
TOGETHER WE CAN
AFFECT CHANGE ON ISSUES
IMPORTANT TO NURSES.**

**It's our future, our CBA, our profession, our nurses' union,
and it is up to us to uphold the respect we have earned.
Join us today!**