

WSNA Cascade Medical Center TA Summary

- **Increase to shift differential!**
 - Nurses who work between 17:45-6:15 will receive **\$5.25/hr.**
- **Increase to certification premium!**
 - Nurses now have the opportunity to earn a maximum of \$2.25/hr. in cert premium if you achieve either:
 - One additional preferred certification (CEN, CPEN, MEDSURG-BC, CCRN, CRRN, or TCRN); or
 - One additional certification within your area of care from any recognized national organization.
 - Degree premium still applies at \$1.25 for either a BSN or MSN
- **New benefit! Extended Vacation Leave (EVL)**
 - Every eight (8) consecutive years of employment at Cascade Medical, nurses will be able to take an extended vacation of up to 8 consecutive weeks off
 - Nurses must use accrued PTO for at least 50% of the leave
 - Nurses may use up to 30 days of unpaid leave if they do not have enough PTO to cover the EVL
 - Nurses who take EVL maintain their employment status and benefits at Cascade Medical
- **Across the board wage increase of 8.5% over the life of the contract.**
 - Oct 2026 - 4% increase
 - Oct 2027 - 2.5% increase
 - Oct 2028 - 2% increase
- **More flexibility for new hires!**
 - Nurses with sufficient experience, but outside the current requirement of a 2-year window, can now be offered employment at the Hospital.
- **Necessary clean up:**
 - Updated leave benefit language to match updates in state law.
 - Updated Nurse Staffing Committee to match updates in state law.
 - Removed gendered terms
 - Clarified when new employee orientation occurs

Cascade Medical's EVL will be the first of its kind in a public sector nurse CBA in Washington State. Through this win, we have set a new standard for other nurses across the state to propose for better work life balance in their own hospitals.

We fought hard for wages that would at the very least match inflation and cost of living in our area. We had several tough conversations with management about what was fiscally achievable with the current and incoming cuts to healthcare at the state and federal levels. Cascade Medical maintained it remains open to potential wage increases through the life of the contract if more funding comes to the Hospital. But the wages we achieved in our contract ensure steady predictable increases for ourselves and our families that match what other comparable public hospitals pay nurses.