

Mares Campus – General Contract Summary and Highlights

After over two years of bargaining, nurses at Confluence Health’s Mares Campus are steps away from joining their colleagues at the Central Campus to form a single unified registered nurse bargaining unit. WSNA recently reached a tentative agreement with Confluence on a memorandum of understanding (MOU) that would add Mares nurses to the Central bargaining unit, giving union nurses unprecedented power in the Wenatchee alley and beyond. Read on for details about that agreement and why **WSNA and the Mares MOU bargaining team recommend voting “YES” to ratify the MOU.**

Ratification Vote Details

<u>When:</u>	<ul style="list-style-type: none"> E-Voting opens <u>Tuesday, April 21 at 1930 and closes Thursday, April 23, at 1930.</u> You can vote any time during that 48-hour period using the link sent to your personal email.
<u>Where:</u>	<ul style="list-style-type: none"> <u>E-Vote from anywhere!</u> Bring contract questions to WSNA staff and local unit officers on-site at <u>both</u> Central and Mares campuses. See below for more details.

Got questions during the vote?

- Send **your tech questions** to Ryan Rosenkranz, WSNA Nurse Organizer, at RRosenkranz@wsna.org all day during voting. A WSNA staffer will follow up with you to troubleshoot any issues.
- Bring your **MOU language questions** to our virtual and on-site office hours at Central and Mares at the times listed below:

Tuesday, April 21: Join us at virtual office hours when voting opens! We’ll be on Teams from 1830-2030 – watch your email for the link!

Wednesday, April 22 – Virtual office hours on Teams and on-site at the times and locations below:

		Morning Shift Change	Midday Rest/Meal Breaks		Evening Shift Change
Central	Time	0600-0800	1100-1330		1800-2000
	Location	Conf. Rm. D	Conf. Rm. F		Conf. Rm. A
Mares	Time	0600-0800	1200-1300	1300-1430	1800-2000
	Location	Conf. Rm. 1, Basement	Conf. Rm. 2, Basement	Conf. Rm. 1, Basement	Conf. Rm. 1, Basement

Thursday, April 23 – Virtual office hours on Teams and on-site at the times and locations below:

		Morning Shift Change	Midday Rest/Meal Breaks	Evening Shift Change
Central	Time	0600-0800	1100-1330	1730-1930
	Location	Conf. Rm. B	Conf. Rm. B	Conf. Rm. D/E
Mares	Time	0600-0800	1200-1430	1730-1930
	Location	Conf. Rm. 1, Basement	Conf. Rm. 2, Basement	Conf. Rm. 2, Basement

TERMS IN THE CONFLUENCE MARES MOU

WSNA is preparing a redline copy of our contract to show nurses the exact language we negotiated before our e-voting period starts on April 21 at 1930. A copy of that redline draft will also be attached to the ballot. In the meantime, here are the changes you'll find in that redline copy.

The memorandum of understanding (MOU) merging the Mares and Central units would become an Appendix to WSNA's current collective bargaining agreement (CBA), which already covers nurses working at Confluence Health's Central campus; in the infusion clinics at the Mares campus, Omak campus, and Moses Lake campuses, and in the home health and home infusion campuses that perform care at patients' homes.

That MOU will include three kinds of proposed changes, which are summarized below.

1) Language that moves Mares nurses into the main WSNA bargaining unit at Confluence Health.

Language in this category deals with the timing and processes for updating Mares nurses' pay rates and retirement benefits to align with those provided under the existing WSNA CBA.

- **Appendix A** – Central's wage scale will apply to Mares nurses effective starting September 18, 2025, the same date those wages went into effect for Central's nurses earlier this fall. This is the same process we used for Infusion RNs in August 2024 and Home Infusion RNs in August 2025.
- **Article 12** – Mares nurses will transition from their current 401(k) accounts to Confluence's 403(b) program. The same matching and vesting rules that apply to Central's nurses will apply to Mares' nurses. This is the same process we used for Infusion RNs in August 2024 and Home Infusion RNs in August 2025.

2) Contract language that will only apply to Mares Nurses.

Like most groups who join an existing bargaining unit, nurses at Mares will adopt the existing WSNA bargaining unit's CBA, with a handful of distinctions that reflect the specific working conditions at their facility. There are only two sections that will apply different language at Mares:

- **Appendix A1** – The RNFA role at Mares voted to join the WSNA bargaining unit at Mares in July 2023. The MOU will add a new wage scale for RNFAs to Appendix A in the existing contract. This wage scale reflects the same percentage-rate increases that nurses in the existing bargaining unit received in September 2025 and that Mares nurses will receive if the MOU is ratified. It will not impact RNFAs at the Central campus, who are not represented by WSNA.
- **Article 9.2** – Mares nurses will continue to request vacation leave on a first-come, first-served basis, a process already used by infusion clinic nurses, home infusion nurses, and home health nurses covered by the existing WSNA bargaining unit's CBA. All other aspects of vacation and other paid leaves will align with the existing CBA.

3) Contract language that will apply to all nurses in our bargaining unit.

The MOU also includes a number of improvements that, if ratified, would benefit nurses across the entire Confluence Health bargaining unit.

- **Article 3.6** – Two more nurses will be allowed to access paid release time for joint negotiations when it's time to reopen our contract in 2028. Currently, ten total nurses may use this time; moving forward, twelve will be able to access it.
- **Article 4.2** – The term "staff nurse" in our contract will also cover RNFAs who work at Mares. This change will not impact RNFAs at Central, who have not requested to join our bargaining unit.
- **Article 4.10** – In addition to the current opportunities to earn preceptor pay rates, nurses will also earn preceptor premium for time spent teaching new skills to nursing students, nurse residents, and staff nurses, even if their preceptee is not training for a new role. This should give more nurses this premium.
- **Article 4.11** – Our definition of "regular rate of pay" will now more clearly include all applicable premiums when calculating regular rate of pay for the purposes of weekend premiums, make-up hours, callback pay, report pay, holiday pay, and time spent in committee meetings.

- **Article 4.17** – GI and Endoscopy will be listed together for Campus Flex Nurse roles. Language will be updated to reflect that nurses at both campuses work under the same contract.
- **Article 5.9** –Nurses whose units are closed over the weekend will not be expected to float outside their home unit to work their fair share of weekends. Before it adds weekend shifts in a unit that is currently closed over the weekend, Confluence will have to give WSNA at least twelve weeks’ notice so we can bargain over rules for weekend shifts in those units and nurses in those units can plan. This should benefit about 45 nurses at Mares and more than 140 at Central.
- **Article 6.9** – We will update our seniority language to reflect the terms already ratified in the August 2024 infusion clinic MOU by crediting years of RN work at Central, Mares, Omak, and Moses Lake toward each nurse’s seniority. This should benefit nurses across our bargaining unit by making it easier to move into open roles across the bargaining unit.
- **Article 14.1.1** – To ensure we have enough time to cover issues at both campuses, nurses will now be paid for an additional half-hour of prep and meeting time for each monthly conference committee meeting. Nurses who need to travel to the meeting from another campus will also be paid for their travel time.
- **Article 14.4** – We clarified that the rules set in our staffing committee language does not waive our right to bargain about staffing plans.
- **Appendix H** – We captured language that reflects how we actually award bilingual premiums (to the most senior nurse who qualifies in the department) to limit scheduling disruptions and more accurately reflect how this premium works. We also extended the period of notice required before management can stop offering this premium in the future; if the MOU is ratified, management will need to give at least six months’ notice before ending the program rather than the thirty days required under the current WSNA contract.

For all the reasons above – including the gains we’ve made, the competitive advantages we’ve preserved, and the power this gives nurses in the Wenatchee Valley – **WSNA and the Mares MOU bargaining team enthusiastically recommend a YES vote.**

Keep an eye on your personal email account at 1930 on Tuesday, April 21, for a link to your private electronic ballot. Please cast your ballot by 1930 on Thursday, April 23, to vote.