

Appendix I

Confluence Health Hospital – Mares Campus

This is a memorandum of understanding (MOU) between Confluence Health Hospital – Central Campus (Central or Employer), Confluence Health Hospital – Mares Campus (Mares), and Washington State Nurses Association (WSNA or the Union).

The Employer recognizes that the following classifications shall be added to the existing registered nurse bargaining unit at Confluence Health Hospital's Central Campus:

All full-time, regular part-time, and pool registered nurses employed by the Hospital at its Mares Campus located at 820 North Chelan Avenue, Wenatchee, Washington, and certified by the National Labor Relations Board in case 19-RC-316942 and excluding all other employees, technical employees, service employees, and guards and supervisors as defined in the National Labor Relations Act.

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- 1) Wages.** Effective September 14, 2025, nurses at Confluence Health Hospital's Mares Campus will be paid according to the wage rates set forth in Exhibit A. RNFA's at the Mares Campus will be paid according to the wage rates set forth in Appendix A.1.

No later than seven (7) calendar days after the close of the second full pay period following ratification of this MOU, the Employer shall pay all nurses hired into the bargaining unit at Mares prior to the effective date of this Agreement a one-time payment applying the wage rates in Appendix A.1 starting September 14, 2025 based on each nurse's status FTE hours, regardless of each nurse's actual hours worked, less compensation already paid to each nurse for their regularly scheduled shifts since September 14, 2025.

Pool nurses shall be credited as 0.4 FTE employees for the purposes of payment calculation.

The Employer shall provide the Union with a list of the payments made to each bargaining unit nurse no later than three (3) business days after completing the disbursement.

- 2) Transitioning Mares Nurses to Central 403(b) Retirement Plan.** Employee 401k accounts will be frozen no later than two full pay periods following ratification of this MOU. As of that date, eligible employees will be enrolled in the Employer's 403b program. Employees who were vested in the 401k plan as of the day prior to the effective date of the 403b enrollment shall be vested in the 403b plan. The 403b plan will determine eligibility requirements for the 403b match. Service time shall be determined by the plan and will include service time at Confluence Health regardless of bargaining unit status. If eligible as of the date of enrollment into the plan, employees must elect the match within thirty (30) days of enrollment. It is the intent of this language to extend and apply the 403b benefit to employees subject to the terms of the plan.

- 3) Except as delineated below, the collective bargaining agreement between Confluence Health Hospital's Central Campus and WSNA shall apply to registered nurses at the Hospital's Mares Campus:

9.2 Approval Process.

Accumulated Paid Leave days must be scheduled sufficiently in advance and be approved by the Unit Director in order that orderly operation of the department can be maintained. Paid Time Off may be taken as it is earned consistent with the desires of the nurse and the needs of the Hospital. Paid time off requests shall be approved based upon the amount of accrued paid leave a nurse will have accrued by the date for which time off is requested. In the event a nurse has insufficient Paid Time Off accrued at the time of the beginning of the scheduled leave, the Hospital will cancel the leave.

A) First Come, First Served Request Process

Nurses may request scheduled paid time off up to twelve (12) months in advance. Requests shall be granted in the order they were received based on the date and time the request was submitted. If more than one (1) request is submitted by nurses with identical dates and times, the time off will be awarded based on seniority. Management shall approve or deny all scheduled paid time off requests based on operational requirements and document approved time off in its timekeeping/scheduling program no later than fourteen (14) days after receiving the request. Such requests will not be left as pending without the mutual consent of the Hospital and the requesting nurse.

B) Cancellation of Scheduled Paid Time Off.

Scheduled Paid Time Off may not be unilaterally or mandatorily canceled by management once it has been approved except if the Hospital Incident Command System has been activated. In other circumstances, management may ask an RN to voluntarily cancel or reschedule their approved scheduled paid time off in writing. A nurse who agrees to cancel or reschedule approved scheduled paid time off shall be paid at the time-and-one-half (1.5x) rate for any hours worked on the dates that had been approved for paid time off.

~~Accumulated Paid Leave days must be scheduled sufficiently in advance and be approved by the Unit Director in order that orderly operation of the department can be maintained. Paid Leave may be taken as it is earned consistent with the desires of the nurse and the needs of the Hospital.~~

~~A) Seniority Based Request Process~~

~~The seniority based vacation request process will begin on October 15th and end November 15th of each year, for vacations occurring March 1st through February 28th (29th on leap years).~~

~~For .75 FTE and above nurses, the following shall apply:~~

~~Vacation selection will be made in order of seniority, in two rounds. Each RN may select between seven (7) and twenty one (21) days of vacation during the first round. During the second round of selection, each RN may be select between seven (7) and sixteen (16) days of vacation. Vacation selections can be of any length the RN desires, provided it is at least seven (7) days in length and does not exceed twenty one (21) or sixteen (16) days, depending on round of selection.~~

~~For .6 FTE through .74 FTE nurses, the following shall apply:~~

~~Vacation selection will be made in order of seniority in one round at the same time as the first round selection for .75 FTE and above nurses. Each RN may select between seven (7) and twenty one (21) days of vacation in this round. Vacation selections can be of any length the RN desires, provided it is at least seven (7) days in length and does not exceed twenty one (21).~~

~~For .45 FTE through .59 FTE nurses, the following shall apply:~~

~~Vacation selection will be made in order of seniority in one round at the same time as the first round selection for .75 FTE and above nurses. Each RN may select between five (5) and eighteen (18) days of vacation in this round. Vacation selections can be of any length the RN desires, provided it is at least five (5) days in length and does not exceed eighteen (18).~~

~~For .2 FTE through .44 FTE nurses, the following shall apply:~~

~~Vacation selection will be made in order of seniority in one round at the same time as the first round selection for .75 FTE and above nurses. Each RN may select between five (5) and fourteen (14) days of vacation in this round. Vacation selections can be of any length the RN desires, provided it is at least five (5) days in length and does not exceed fourteen (14).~~

~~If an RN selects seven (7) or more days of vacation during the winter holiday prime time period Monday before Thanksgiving to Monday after New Year's Day, during the selection process, they will be moved to the bottom of the seniority list for any selections during this period for the following year.~~

~~Each department will contact nurses in that department in seniority order for two (2) separate rounds of seniority-based vacation requests. Nurses will be given at least fourteen days' notice (by email and posting in their unit) of their vacation selection appointment/time. These appointments will occur in person, by phone, or on Microsoft Teams (at the nurse's election). API will be made available throughout the process for nurses to consult before their vacation selection appointment. Nurses will have access to real-time information from their department about what vacation days are available. The nurse (or their proxy) will select a vacation time during the vacation selection appointment. A nurse may also submit their vacation requests in writing at any time in advance of their vacation selection appointment. If the request is submitted in writing, it will not be considered until the nurse's assigned appointment time. If no requests on the written request are available, no vacation will be designated for that nurse. If designating a proxy to make vacation selections on behalf of the nurse, the identity of the proxy must be provided to the hospital at least seven (7) calendar days of vacation selection appointment. If the nurse does not show/call/have a proxy for an appointment, or submit a written request, their selection for that round will be forfeited.~~

~~For any nurse who is in the New Graduate or a Specialty Residency during the Seniority Based Request Process and who do not yet have a permanent position, unit, seniority or are not yet a member of the bargaining unit:~~

- ~~• the Resident Nurse will receive an appointment time at the end of round 2 of vacation requests for the unit/shift that they will be hired to if that is known. The manager will work with them to find a vacation for them the next year that is a minimum of 7 days or to a maximum of 16 days.~~
- ~~• If the unit/shift that they will be hired to is not yet known, the Residency Manager will review the vacation request with the nurse. That approved vacation would transfer with the nurse to their permanent unit of hire.~~
- ~~• The Resident may then also request further vacations during the "Rolling" Request times throughout the year once they are in their permanent position.~~

~~B) Rolling Requests~~

~~After the initial vacation selection process has been completed and vacations published, beginning November 21st, additional vacation requests can be entered into API for March 1st through February 28th (29th on leap year) the following year. Vacation requests made in this period must be for a minimum of 5~~

~~(five) days and may not exceed twenty one (21) days in length. The employee must also send an email to the manager indicating they have submitted a rolling vacation request including the dates requested. Requests will be made not less than two months in advance of the beginning of the schedule period for which time off is requested. Vacation requests will be granted on a first come first serve basis during this phase.~~

~~The Hospital will respond to requests in through API within 14 (fourteen) days. Such requests will not be left as “pending” without the mutual consent of the hospital and the requesting RN. If a vacation is denied the RN will be provided an explanation of said denial. API will be maintained with vacations that have been granted.~~

C) Approval of Paid Leave Requests.

So that RNs may utilize annual leave hours, during each calendar year of this agreement, the hospital will make a good faith effort to grant vacation requests in an amount no less than ninety percent (90%) of the RN's annual accrued leave as requested by the RN (refer to table found in 9.1). Efforts made by the hospital shall include, but are not limited to:

- For unit with eleven (11) nurses or greater allowing at least two (2) nurses (0.45 FTE and higher) per day/evening and two (2) nurses (0.45 FTE and higher) per evening/night shift per week and one (1) nurse (0.44 FTE and lower) per day/evening and one (1) nurse 0.44 FTE and lower) per evening/night shift per week (for a total of up to six (6) nurses per week) to be on paid leave (shift determined by majority of hours worked);
- For units with ten (10) nurses or less allowing at least one (1) nurse per day/evening and one (1) nurse per evening/night shift per week (for a total of two (2) nurses per week) to be on paid leave (shift determined by majority of hours worked)

The Hospital recognizes the importance of nurses being able to take accrued vacation. It will utilize staffing models which take into account vacations and to utilize staffing resources, such as Pool Nurses, seasonal/temporary nurses, *etc.* in order to accommodate vacation requests, as it deems appropriate under its staffing and budget authorizations. Nurses shall not be required to find coverage for such requests.

D) General

When submitting any vacation request, the nurse must indicate how much PTO time they plan to use.

- 4) The terms and conditions set forth in the collective bargaining agreement between Confluence Health Hospital's Central Campus and WSNA shall be modified as set forth below:

3.6 Negotiations.

Local Unit Officers, not to exceed ~~ten-twelve (10/12)~~ total in number, shall be given release time for joint negotiations. No more than ten (10) officers may be released for negotiations at the same time. To the extent practicable, the parties will work to schedule negotiation dates three months prior to contract expiration.

4.2 Staff Nurse.

A Registered Nurse who is responsible for the direct and/or indirect nursing care of the patient. The Staff Nurse classification shall include but not be limited to: home health nurses, home infusion nurses, infusion nurses, oncology nurse navigators, admit express nurses, wound ostomy/skin care nurses, ~~and~~ sexual assault nurse examiner nurses employed by the Hospital and registered nurse first assists (RNFAs) employed by the Hospital at its Mares Campus.

4.10 Preceptor.

A Preceptor is an experienced nurse assigned by a nursing manager or their designee to be responsible for assessing, planning, organizing, and directing activities for a nursing student, nurse resident, or staff nurse assigned to learn a new role (e. g., Charge Nurse) or skill (e.g., conscious sedation). This will be done in collaboration with the nursing manager or designee. Evaluation of the ~~orientee~~ precepted nurse will be a joint responsibility of the preceptor and nursing manager or designee.

It is understood that Staff Nurses in the ordinary course of their responsibilities will be expected to participate in the general orientation process of new staff. This will include the providing of information, assistance, support and guidance to new nurses. The period in which a new staff member is "precepted" is defined as the initial designated weeks of planned and supervised learning experiences in which the new staff member is not expected to perform independently. Exact time periods in which Preceptors are provided differ from unit to unit and from role to role. The nursing manager (or designee) will select Preceptors based on their clinical, communication and teaching skills, relying on volunteers whenever possible and making an effort to rotate. Nurses designated as Preceptors shall have their Preceptor responsibilities considered in their regular patient care assignments. Nurses shall have the opportunity to participate in a class prior to serving as a Preceptor. Any qualified nurse shall be allowed to take the Preceptor class and may express their interest in precepting. When a preceptee cares for a patient under the guidance of a bargaining unit nurse but does not accept a patient care assignment themselves, the bargaining unit nurse guiding their work shall qualify as a Preceptor.

4.11 ~~Regular~~ Rates of Pay.

~~Regular~~ Straight time rate of pay is defined as the nurse's pay based on the nurse's step in the appropriate job code listed in Article 7.1. Regular rate of pay is defined under the terms in Article 5.3 Overtime.

4.17 Campus Flex Nurse.

Upon ratification of this contract, Confluence Health Hospital will, at management discretion, post nursing positions between like departments at the Central and Mares campuses, or within a single department at both campuses. As of the date of ratification, these units include:

- Emergency Department
- Medical/surgical unit
- Endoscopy/GI
- Perioperative Services

These will be referred to as Flex Nurses. The flex nurse will be hired to work at a primary campus and the WSNA contract terms in effect at that campus will apply to the flex nurse regardless of their work location. ~~into a primary location and will fall under that WSNA contract as their home unit.~~ They will be oriented, scheduled and maintain competency at both campuses for the job code that they are hired into. This position will be regularly scheduled to split their time between campuses and prescheduled that way. In the event that they are given less than twenty-four (24) hours' notice on a change of campuses, they will receive a float premium for all hours worked at the other campus.

The hospital will not require current staff to flex between campuses unless mutually agreed upon. A flex nurse position would be created to fulfill this request.

After three months following the date of hire of the first campus flex nurse, and upon request, the parties will meet and confer to discuss operational aspects of the utilization of campus flex nurses, including any concerns or recommendations for improvement to the program.

5.9 Weekend Work.

All full-time and part-time nurses will be required to work their share of weekends. Weekend work will be scheduled on an equitable basis among all nurses in a unit. The Employer will make a good faith effort to schedule all full-time and part-time nurses to at least every other weekend off. In the event a nurse works two (2) weekends in a row, the second (2nd) weekend shall be paid at the overtime rate. The third (3rd) consecutive weekend shall be paid at the regular rate of pay, unless overtime is required by law or some other provision in this Agreement. If the nurse works a fourth (4th) consecutive weekend, and the nurse had agreed to work at least eight (8) hours in one day on the second (2nd) and fourth (4th) weekends, regardless of the number of hours actually worked on those weekends, all hours during the fourth (4th) weekend, and all weekend work thereafter shall be paid at the overtime rate until the nurse has received at least one (1) complete weekend off.

This section shall not apply to part-time nurses or to full-time nurses who voluntarily agree to more frequent weekend duty or altered weekend duty prior to the posted schedule. The weekend is defined as in Section 8.8.1 Definition of Weekend. Nurses may indicate specific weekends that they do not wish to be scheduled. The Hospital will accommodate these requests if possible.

Before adding weekend shifts to any unit where weekend work is not already required, the Hospital will notify the Association no less than two full scheduling periods prior to making any change and shall bargain in good faith regarding the terms that will apply to weekend work in those units.

6.9 Seniority.

Seniority, for all purposes, shall mean a nurse's continuous length of service as a full-time, part-time, or Pool Registered Nurse from the nurse's most recent date of hire as a Registered Nurse [at the Mares Campus, the Moses Lake Campus, the Omak Campus or the Central Campus](#). Full-time, part-time and pool nurses will accrue seniority each pay period. The amount contributed each pay period for full and part-time nurses will be one (1) (year of seniority) divided by twenty-six (26) (pay periods), or .0384 per pay period.

14.1 Conference Committee.

There shall be a permanent Conference Committee to facilitate understanding in regard to the implementation of this Agreement. Members of the Committee shall be representatives of Hospital management including the CH Chief Nursing Officer or designee and five (5) representatives of the nurses covered by this Agreement selected by the Bargaining Unit. The Committee shall meet at least quarterly and meetings may be requested by any member of the Committee. Committee members shall be given up to two [and one-half \(2.5\)](#) hours per month at their regular rate of pay for time spent attending committee meetings [and paid for their time traveling to Conference Committee meetings held in person away from their home facility](#).

14.4 Hospital Staffing Committee.

The Hospital, jointly with the elected representatives of the nurses and nursing leadership representatives, shall establish a Hospital Staffing Committee ("HSC") covering both Confluence Health Hospital campuses in accordance with the provisions of RCW 70.41.420 and the Confluence Health Hospital Staffing Committee Charter. [Nothing in this section or its subsections waives WSNA's right to bargain over mandatory subjects.](#)

- 14.4.1.** The Charter will be reviewed annually in the HSC meeting and updated as necessary (review and update if indicated).
- 14.4.2.** The Hospital CEO or designee and CFO or designee will attend at least one HSC meeting per year.
- 14.4.3.** The Hospital CNO will attend eighty percent (80%) of the HSC annually.
- 14.4.4.** The HSC will meet monthly, or more often if needed, to achieve the objectives of the Committee.
- 14.4.5.** The committee is made up of management and nursing staff as defined and selected pursuant to Washington law. Nurse members shall be selected by the Association.
- 14.4.6.** A quorum shall be as set forth in the HSC Charter.
- 14.4.7.** Changes to the annual staffing plan will be voted upon by the committee with a 50% plus 1 requirement to change or approve a staffing plan. A good faith effort will be made to provide the HSC with at least fourteen (14) days' notice in advance of the voting date unless mutually agreed.
- 14.4.8.** The WSNA staff representative and a WSNA officer may attend the HSC meeting as non-voting participants on their own time.
- 14.4.9.** Bargaining unit nurses who are HSC members, who submit time off requests shall be relieved of all other work duties and shall receive their regular rate of pay for time spent in an HSC or HSC-approved subcommittee meeting. Nurses who have submitted a written staffing complaint may request to attend a HSC meeting and/or may be invited by the HSC to attend, and good faith efforts will be made to relieve the nurse of duties so that they may attend, on paid time.
- 14.4.10.** There will be no retaliation for filing an ADO (Assignment Despite Objection) or bringing a staffing issue to the HSC.
- 14.4.11.** The Committee will develop a procedure for receiving and responding to complaints from nurses about staffing.

Appendix H Bi-Lingual Hourly Stipend

This is a letter of understanding between Confluence Health Hospital (CH~~W~~H) and Washington State Nurses Association (WSNA). All existing contractual provisions shall apply unless otherwise provided for herein.

Purpose: To create a financial incentive for employees who are bilingual and can pass a defined interpreting test.

Definition:

❖ **Interpreter Skills Test (IST):** This test assesses interpreting skill and knowledge in a role-play format to be qualified to act as an interpreter in health care.

Provisions:

1. Each department manager will determine positions and number of RNs needed for interpreting based on patient needs for interpreting services by analyzing patient demographics in the department.
2. Management may increase or decrease the number of qualified interpreters in the department to fit the business need with or without prior notice.
3. If there are more candidates than slots for interpreters open, then ~~CWH-CHH~~ will give preference to nurses based on their seniority within their unit or department. ~~follow the contract to award the differential.~~ ~~(p~~Preference will be given to permanent staff before pool staff).
4. The Human Resources department will be responsible for the oversight of the testing requirements, will proctor all tests and confirm results of the test.
5. CWH will pay the cost of the first test. RNs who fail the test may re-take it at their own expense.
6. RNs can only interpret within the scope of the qualified interpreters' job duties and responsibilities.
7. RNs will be tasked by management to interpret based upon needs of the hospital
8. RNs who have been approved to test by their manager and successfully pass the test will be eligible for a bi-lingual hourly stipend effective the pay period following.
9. RNs will be qualified for three (3) years. Human Resources will notify RNs when the three (3) year timeline is approaching and it is time to re-test.
10. RNs who go to another unit to interpret will not receive float pay unless floated for a patient care assignment

Hourly Differential: RNs who have become qualified interpreters will be paid an hourly stipend of \$1.25 for all hours worked.

Revocation: Either party (WSNA or management) may revoke this LOU with ~~30 days~~ six (6) months' written notice.

Tom Christensen

Vice President of Human Resources

Date

Carmen Garrison, BSN, RN

WSNA Nurse Representative

Date

EXHIBIT A – Nurse Wage Rates

ARTICLE 7 – WAGES

Registered Nurse

| Step | <u>9/14/2025</u> 10% | <u>4/1/2026</u> 3% | <u>4/1/2027</u> 3% |
|-------------|---------------------------------|-------------------------------|-------------------------------|
| 1 | \$41.37 | \$42.61 | \$43.89 |
| 2 | \$43.11 | \$44.40 | \$45.73 |
| 3 | \$44.80 | \$46.14 | \$47.52 |
| 4 | \$46.54 | \$47.94 | \$49.38 |
| 5 | \$48.25 | \$49.70 | \$51.19 |
| 6 | \$49.96 | \$51.46 | \$53.00 |
| 7 | \$51.69 | \$53.24 | \$54.84 |
| 8 | \$53.89 | \$55.51 | \$57.18 |
| 9 | \$55.65 | \$57.32 | \$59.04 |
| 10 | \$57.42 | \$59.14 | \$60.91 |
| 11 | \$59.13 | \$60.90 | \$62.73 |
| 12 | \$60.14 | \$61.94 | \$63.80 |
| 13 | \$61.14 | \$62.97 | \$64.86 |
| 14 | \$62.01 | \$63.87 | \$65.79 |
| 15 | \$62.87 | \$64.76 | \$66.70 |
| 16 | \$63.78 | \$65.69 | \$67.66 |
| 17 | \$64.68 | \$66.62 | \$68.62 |
| 18 | \$65.87 | \$67.85 | \$69.89 |
| 19 | \$67.06 | \$69.07 | \$71.14 |
| 20 | \$67.73 | \$69.76 | \$71.85 |
| 21 | \$68.40 | \$70.45 | \$72.56 |
| 22 | \$69.07 | \$71.14 | \$73.27 |
| 23 | \$69.74 | \$71.83 | \$73.98 |
| 24 | \$71.15 | \$73.28 | \$75.48 |
| 25 | \$71.86 | \$74.02 | \$76.24 |
| 26 | \$72.57 | \$74.75 | \$76.99 |
| 27 | \$73.84 | \$76.06 | \$78.34 |
| 28 | \$75.11 | \$77.36 | \$79.68 |
| 29 | \$75.99 | \$78.27 | \$80.62 |
| 30 | \$76.87 | \$79.18 | \$81.56 |
| 31 | \$77.74 | \$80.07 | \$82.47 |

Core Charge Nurse (7% above Registered Nurse)

| Step | 9/14/2025 10% | 4/1/2026 3% | 4/1/2027 3% |
|-------------|--------------------------|------------------------|------------------------|
| 1 | \$44.26 | \$45.59 | \$46.96 |
| 2 | \$46.12 | \$47.50 | \$48.93 |
| 3 | \$47.95 | \$49.39 | \$50.87 |
| 4 | \$49.80 | \$51.29 | \$52.83 |
| 5 | \$51.62 | \$53.17 | \$54.77 |
| 6 | \$53.47 | \$55.07 | \$56.72 |
| 7 | \$55.30 | \$56.96 | \$58.67 |
| 8 | \$57.64 | \$59.37 | \$61.15 |
| 9 | \$59.54 | \$61.33 | \$63.17 |
| 10 | \$61.45 | \$63.29 | \$65.19 |
| 11 | \$63.25 | \$65.15 | \$67.10 |
| 12 | \$64.34 | \$66.27 | \$68.26 |
| 13 | \$65.42 | \$67.38 | \$69.40 |
| 14 | \$66.34 | \$68.33 | \$70.38 |
| 15 | \$67.27 | \$69.29 | \$71.37 |
| 16 | \$68.23 | \$70.28 | \$72.39 |
| 17 | \$69.20 | \$71.28 | \$73.42 |
| 18 | \$70.48 | \$72.59 | \$74.77 |
| 19 | \$71.75 | \$73.90 | \$76.12 |
| 20 | \$72.47 | \$74.64 | \$76.88 |
| 21 | \$73.18 | \$75.38 | \$77.64 |
| 22 | \$73.91 | \$76.13 | \$78.41 |
| 23 | \$74.62 | \$76.86 | \$79.17 |
| 24 | \$76.14 | \$78.42 | \$80.77 |
| 25 | \$76.90 | \$79.21 | \$81.59 |
| 26 | \$77.66 | \$79.99 | \$82.39 |
| 27 | \$79.02 | \$81.39 | \$83.83 |
| 28 | \$80.38 | \$82.79 | \$85.27 |
| 29 | \$81.31 | \$83.75 | \$86.26 |
| 30 | \$82.25 | \$84.72 | \$87.26 |
| 31 | \$83.17 | \$85.67 | \$88.24 |

Resource Nurse Level 1 (7% above Registered Nurse)

| Step | 9/14/2025 10% | 4/1/2026 3% | 4/1/2027 3% |
|-------------|--------------------------|------------------------|------------------------|
| 1 | \$44.26 | \$45.59 | \$46.96 |
| 2 | \$46.12 | \$47.50 | \$48.93 |
| 3 | \$47.95 | \$49.39 | \$50.87 |
| 4 | \$49.80 | \$51.29 | \$52.83 |
| 5 | \$51.62 | \$53.17 | \$54.77 |
| 6 | \$53.47 | \$55.07 | \$56.72 |
| 7 | \$55.30 | \$56.96 | \$58.67 |
| 8 | \$57.64 | \$59.37 | \$61.15 |
| 9 | \$59.54 | \$61.33 | \$63.17 |
| 10 | \$61.45 | \$63.29 | \$65.19 |
| 11 | \$63.25 | \$65.15 | \$67.10 |
| 12 | \$64.34 | \$66.27 | \$68.26 |
| 13 | \$65.42 | \$67.38 | \$69.40 |
| 14 | \$66.34 | \$68.33 | \$70.38 |
| 15 | \$67.27 | \$69.29 | \$71.37 |
| 16 | \$68.23 | \$70.28 | \$72.39 |
| 17 | \$69.20 | \$71.28 | \$73.42 |
| 18 | \$70.48 | \$72.59 | \$74.77 |
| 19 | \$71.75 | \$73.90 | \$76.12 |
| 20 | \$72.47 | \$74.64 | \$76.88 |
| 21 | \$73.18 | \$75.38 | \$77.64 |
| 22 | \$73.91 | \$76.13 | \$78.41 |
| 23 | \$74.62 | \$76.86 | \$79.17 |
| 24 | \$76.14 | \$78.42 | \$80.77 |
| 25 | \$76.90 | \$79.21 | \$81.59 |
| 26 | \$77.66 | \$79.99 | \$82.39 |
| 27 | \$79.02 | \$81.39 | \$83.83 |
| 28 | \$80.38 | \$82.79 | \$85.27 |
| 29 | \$81.31 | \$83.75 | \$86.26 |
| 30 | \$82.25 | \$84.72 | \$87.26 |
| 31 | \$83.17 | \$85.67 | \$88.24 |

Resource Nurse Level 2 (9% above Registered Nurse)

| Step | 9/14/2025 10% | 4/1/2026 3% | 4/1/2027 3% |
|-------------|--------------------------|------------------------|------------------------|
| 1 | \$45.09 | \$46.44 | \$47.83 |
| 2 | \$46.98 | \$48.39 | \$49.84 |
| 3 | \$48.85 | \$50.32 | \$51.83 |
| 4 | \$50.71 | \$52.23 | \$53.80 |
| 5 | \$52.59 | \$54.17 | \$55.80 |
| 6 | \$54.46 | \$56.09 | \$57.77 |
| 7 | \$56.34 | \$58.03 | \$59.77 |
| 8 | \$58.71 | \$60.47 | \$62.28 |
| 9 | \$60.67 | \$62.49 | \$64.36 |
| 10 | \$62.59 | \$64.47 | \$66.40 |
| 11 | \$64.44 | \$66.37 | \$68.36 |
| 12 | \$65.54 | \$67.51 | \$69.54 |
| 13 | \$66.63 | \$68.63 | \$70.69 |
| 14 | \$67.57 | \$69.60 | \$71.69 |
| 15 | \$68.52 | \$70.58 | \$72.70 |
| 16 | \$69.51 | \$71.60 | \$73.75 |
| 17 | \$70.50 | \$72.62 | \$74.80 |
| 18 | \$71.80 | \$73.95 | \$76.17 |
| 19 | \$73.10 | \$75.29 | \$77.55 |
| 20 | \$73.83 | \$76.04 | \$78.32 |
| 21 | \$74.56 | \$76.80 | \$79.10 |
| 22 | \$75.28 | \$77.54 | \$79.87 |
| 23 | \$76.01 | \$78.29 | \$80.64 |
| 24 | \$77.55 | \$79.88 | \$82.28 |
| 25 | \$78.32 | \$80.67 | \$83.09 |
| 26 | \$79.09 | \$81.46 | \$83.90 |
| 27 | \$80.49 | \$82.90 | \$85.39 |
| 28 | \$81.87 | \$84.33 | \$86.86 |
| 29 | \$82.82 | \$85.30 | \$87.86 |
| 30 | \$83.77 | \$86.28 | \$88.87 |
| 31 | \$84.72 | \$87.26 | \$89.88 |

Resource Nurse Level 3 (11% above Registered Nurse)

| Step | 9/14/2025 10% | 4/1/2026 3% | 4/1/2027 3% |
|-------------|--------------------------|------------------------|------------------------|
| 1 | \$45.93 | \$47.31 | \$48.73 |
| 2 | \$47.86 | \$49.30 | \$50.78 |
| 3 | \$49.73 | \$51.22 | \$52.76 |
| 4 | \$51.66 | \$53.21 | \$54.81 |
| 5 | \$53.56 | \$55.17 | \$56.83 |
| 6 | \$55.47 | \$57.13 | \$58.84 |
| 7 | \$57.37 | \$59.09 | \$60.86 |
| 8 | \$59.80 | \$61.59 | \$63.44 |
| 9 | \$61.77 | \$63.62 | \$65.53 |
| 10 | \$63.75 | \$65.66 | \$67.63 |
| 11 | \$65.62 | \$67.59 | \$69.62 |
| 12 | \$66.74 | \$68.74 | \$70.80 |
| 13 | \$67.86 | \$69.90 | \$72.00 |
| 14 | \$68.83 | \$70.89 | \$73.02 |
| 15 | \$69.78 | \$71.87 | \$74.03 |
| 16 | \$70.80 | \$72.92 | \$75.11 |
| 17 | \$71.80 | \$73.95 | \$76.17 |
| 18 | \$73.12 | \$75.31 | \$77.57 |
| 19 | \$74.44 | \$76.67 | \$78.97 |
| 20 | \$75.19 | \$77.45 | \$79.77 |
| 21 | \$75.93 | \$78.21 | \$80.56 |
| 22 | \$76.67 | \$78.97 | \$81.34 |
| 23 | \$77.41 | \$79.73 | \$82.12 |
| 24 | \$78.98 | \$81.35 | \$83.79 |
| 25 | \$79.77 | \$82.16 | \$84.62 |
| 26 | \$80.55 | \$82.97 | \$85.46 |
| 27 | \$81.97 | \$84.43 | \$86.96 |
| 28 | \$83.38 | \$85.88 | \$88.46 |
| 29 | \$84.35 | \$86.88 | \$89.49 |
| 30 | \$85.32 | \$87.88 | \$90.52 |
| 31 | \$86.28 | \$88.87 | \$91.54 |

Resource Nurse Level 4 (13% above Registered Nurse)

| Step | 9/14/2025 10% | 4/1/2026 3% | 4/1/2027 3% |
|-------------|--------------------------|------------------------|------------------------|
| 1 | \$46.74 | \$48.14 | \$49.58 |
| 2 | \$48.72 | \$50.18 | \$51.69 |
| 3 | \$50.62 | \$52.14 | \$53.70 |
| 4 | \$52.58 | \$54.16 | \$55.78 |
| 5 | \$54.52 | \$56.16 | \$57.84 |
| 6 | \$56.47 | \$58.16 | \$59.90 |
| 7 | \$58.41 | \$60.16 | \$61.96 |
| 8 | \$60.86 | \$62.69 | \$64.57 |
| 9 | \$62.89 | \$64.78 | \$66.72 |
| 10 | \$64.88 | \$66.83 | \$68.83 |
| 11 | \$66.79 | \$68.79 | \$70.85 |
| 12 | \$67.95 | \$69.99 | \$72.09 |
| 13 | \$69.09 | \$71.16 | \$73.29 |
| 14 | \$70.07 | \$72.17 | \$74.34 |
| 15 | \$71.04 | \$73.17 | \$75.37 |
| 16 | \$72.07 | \$74.23 | \$76.46 |
| 17 | \$73.10 | \$75.29 | \$77.55 |
| 18 | \$74.44 | \$76.67 | \$78.97 |
| 19 | \$75.78 | \$78.05 | \$80.39 |
| 20 | \$76.54 | \$78.84 | \$81.21 |
| 21 | \$77.30 | \$79.62 | \$82.01 |
| 22 | \$78.06 | \$80.40 | \$82.81 |
| 23 | \$78.82 | \$81.18 | \$83.62 |
| 24 | \$80.41 | \$82.82 | \$85.30 |
| 25 | \$81.21 | \$83.65 | \$86.16 |
| 26 | \$82.01 | \$84.47 | \$87.00 |
| 27 | \$83.45 | \$85.95 | \$88.53 |
| 28 | \$84.88 | \$87.43 | \$90.05 |
| 29 | \$85.87 | \$88.45 | \$91.10 |
| 30 | \$86.86 | \$89.47 | \$92.15 |
| 31 | \$87.85 | \$90.49 | \$93.20 |

Pool Nurse (15% above Registered Nurse)

| Step | 9/14/2025 10% | 4/1/2026 3% | 4/1/2027 3% |
|-------------|--------------------------|------------------------|------------------------|
| 1 | \$47.58 | \$49.01 | \$50.48 |
| 2 | \$49.58 | \$51.07 | \$52.60 |
| 3 | \$51.52 | \$53.07 | \$54.66 |
| 4 | \$53.53 | \$55.14 | \$56.79 |
| 5 | \$55.48 | \$57.14 | \$58.85 |
| 6 | \$57.45 | \$59.17 | \$60.95 |
| 7 | \$59.44 | \$61.22 | \$63.06 |
| 8 | \$61.97 | \$63.83 | \$65.74 |
| 9 | \$64.00 | \$65.92 | \$67.90 |
| 10 | \$66.03 | \$68.01 | \$70.05 |
| 11 | \$67.99 | \$70.03 | \$72.13 |
| 12 | \$69.16 | \$71.23 | \$73.37 |
| 13 | \$70.31 | \$72.42 | \$74.59 |
| 14 | \$71.31 | \$73.45 | \$75.65 |
| 15 | \$72.29 | \$74.46 | \$76.69 |
| 16 | \$73.35 | \$75.55 | \$77.82 |
| 17 | \$74.38 | \$76.61 | \$78.91 |
| 18 | \$75.75 | \$78.02 | \$80.36 |
| 19 | \$77.11 | \$79.42 | \$81.80 |
| 20 | \$77.89 | \$80.23 | \$82.64 |
| 21 | \$78.66 | \$81.02 | \$83.45 |
| 22 | \$79.43 | \$81.81 | \$84.26 |
| 23 | \$80.20 | \$82.61 | \$85.09 |
| 24 | \$81.82 | \$84.27 | \$86.80 |
| 25 | \$82.64 | \$85.12 | \$87.67 |
| 26 | \$83.46 | \$85.96 | \$88.54 |
| 27 | \$84.92 | \$87.47 | \$90.09 |
| 28 | \$86.37 | \$88.96 | \$91.63 |
| 29 | \$87.38 | \$90.00 | \$92.70 |
| 30 | \$88.40 | \$91.05 | \$93.78 |
| 31 | \$89.40 | \$92.08 | \$94.84 |

Registered Nurse First Assist (RNFA), Mares Campus

| <u>Step</u> | <u>9/14/2025</u> <u>10%</u> | <u>4/1/2026</u> <u>3%</u> | <u>4/1/2027</u> <u>3%</u> |
|-------------|--------------------------------|------------------------------|------------------------------|
| <u>1</u> | <u>\$51.21</u> | <u>\$52.75</u> | <u>\$54.33</u> |
| <u>2</u> | <u>\$53.38</u> | <u>\$54.98</u> | <u>\$56.63</u> |
| <u>3</u> | <u>\$55.52</u> | <u>\$57.19</u> | <u>\$58.91</u> |
| <u>4</u> | <u>\$57.54</u> | <u>\$59.27</u> | <u>\$61.05</u> |
| <u>5</u> | <u>\$59.60</u> | <u>\$61.39</u> | <u>\$63.23</u> |
| <u>6</u> | <u>\$61.66</u> | <u>\$63.51</u> | <u>\$65.42</u> |
| <u>7</u> | <u>\$64.27</u> | <u>\$66.20</u> | <u>\$68.19</u> |
| <u>8</u> | <u>\$66.37</u> | <u>\$68.36</u> | <u>\$70.41</u> |
| <u>9</u> | <u>\$68.49</u> | <u>\$70.54</u> | <u>\$72.66</u> |
| <u>10</u> | <u>\$70.52</u> | <u>\$72.64</u> | <u>\$74.82</u> |
| <u>11</u> | <u>\$72.92</u> | <u>\$75.11</u> | <u>\$77.36</u> |
| <u>12</u> | <u>\$73.95</u> | <u>\$76.17</u> | <u>\$78.46</u> |
| <u>13</u> | <u>\$74.99</u> | <u>\$77.24</u> | <u>\$79.56</u> |
| <u>14</u> | <u>\$76.07</u> | <u>\$78.35</u> | <u>\$80.70</u> |
| <u>15</u> | <u>\$77.14</u> | <u>\$79.45</u> | <u>\$81.83</u> |
| <u>16</u> | <u>\$78.56</u> | <u>\$80.92</u> | <u>\$83.35</u> |
| <u>17</u> | <u>\$79.98</u> | <u>\$82.38</u> | <u>\$84.85</u> |
| <u>18</u> | <u>\$80.78</u> | <u>\$83.20</u> | <u>\$85.70</u> |
| <u>19</u> | <u>\$81.59</u> | <u>\$84.04</u> | <u>\$86.56</u> |
| <u>20</u> | <u>\$82.39</u> | <u>\$84.86</u> | <u>\$87.41</u> |
| <u>21</u> | <u>\$83.18</u> | <u>\$85.68</u> | <u>\$88.25</u> |
| <u>22</u> | <u>\$84.03</u> | <u>\$86.55</u> | <u>\$89.15</u> |
| <u>23</u> | <u>\$84.87</u> | <u>\$87.42</u> | <u>\$90.04</u> |
| <u>24</u> | <u>\$86.56</u> | <u>\$89.16</u> | <u>\$91.83</u> |
| <u>25</u> | <u>\$88.06</u> | <u>\$90.70</u> | <u>\$93.42</u> |
| <u>26</u> | <u>\$89.55</u> | <u>\$92.24</u> | <u>\$95.01</u> |
| <u>27</u> | <u>\$91.09</u> | <u>\$93.82</u> | <u>\$96.63</u> |
| <u>28</u> | <u>\$92.63</u> | <u>\$95.41</u> | <u>\$98.27</u> |
| <u>29</u> | <u>\$93.25</u> | <u>\$96.05</u> | <u>\$98.93</u> |
| <u>30</u> | <u>\$94.19</u> | <u>\$97.02</u> | <u>\$99.93</u> |
| <u>31</u> | <u>\$94.48</u> | <u>\$97.31</u> | <u>\$100.23</u> |

5) **Duration of Agreement.** The Parties acknowledge that all terms in this MOU and the CBA may be modified, changed, or amended under the terms in Article 19 of the Agreement.

In witness whereof, the parties hereto have executed this Agreement as signed below:

| | |
|--------------------------------------|---|
| Confluence Health Hospital | Washington State Nurses Association |
| Signature: | Signature: |
| <hr/> | <hr/> |
| Kelly Allen Chief Nursing Officer | Laurie Robinson, RN, CEN WSNA Nurse Representative |
| Date: | Date: |
| <hr/> | <hr/> |