

Campus Incorporation MOU
Redline Explainer

What is a redline?

A “redline copy” or “redline draft” of a labor agreement like a collective bargaining agreement (CBA) or a memorandum of understanding (MOU) is a document that tracks changes to existing contract language. It helps both negotiating teams see what the existing contract language looks like and the changes they’ve agreed to make to that language. WSNA provides members with a redline copy of tentative agreements so nurses can see the changes to their existing contract before casting their ballots during a ratification vote. You’ll also see a copy of the redline when you click the link to your individual ballot.

Why is some language underlined, crossed out, or in a different color in a redline?

The different formats and colors for text in a redline draft reflect the changes that have been made to existing contract language. You’ll find these changes in paragraphs 3 and 4 (pages 2-16) of the MOU. In those sections, black text is language copied directly from Central’s current contract. When text is red and struck-through, it means the bargaining teams have agreed to delete it from that original contract language. When text is blue and underlined, it means the bargaining teams have agreed to add it to that original language. Combined, the red and blue text shows where the bargaining teams have agreed to update and replace language from the existing contract.

NOTE: Because a redline includes both the language being deleted *and* the language replacing it, it can look a lot longer than it actually is. To demonstrate, here’s an example of how a redline would reflect the hospital’s name change in 2023:

Original language: This contract applies to nurses working at Central Washington Hospital.

Redline language: This contract applies to nurses working at ~~Central Washington Hospital~~ Confluence Health Hospital’s Central Campus.

New language: This contract applies to nurses working at Confluence Health Hospital’s Central Campus.

Where can I find a copy of the redline before I get my ballot?

<p>Use this QR Code to view the redline copy of the MOU:</p> 	<p>Use this QR Code to view the current contract between WSNA and Confluence Health:</p> 
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What does this MOU do?

This MOU formally adds the RNs based at the acute care hospital at the Mares campus to the existing Confluence Health bargaining unit, which includes nurses based at the acute care hospital at the Central campus, home infusion nurses, and oncology/infusion nurses and nurse navigators at the Mares, Omak, and Moses Lake campuses. The Central contract has used MOUs like this to add new groups to the bargaining unit several times in the past – you’ll find them in Appendix F (page 48), Appendix H (pages 50-52), and Appendix I (page 53). Those MOUs each added a group to the bargaining unit and listed a handful of updates to Central’s contract language that would apply to the newly added group. Like those MOUs, the Mares MOU would be added to Central’s contract as an Appendix if nurses vote to ratify it.

What's in the MOU?

See the explanations below for more details about each section of the MOU. As you read, you may find it helpful to open both of the links on the previous page so you can compare the MOU with Central's existing contract language.

Introduction

At the top of the first page of the MOU, you'll see language describing the Mares nurses who elected WSNA as their bargaining representative in July 2023. The MOU would add this group to the main Confluence bargaining unit.

(1) Wages

The next paragraph on page 1 of the MOU deals with the logistics of transitioning Mares nurses to the wage scale that already applies to the main Confluence Health bargaining unit. It uses the same effective date – Sept. 14, 2025 – that applied to Central's nurses last fall when their new wage scale first went into effect. By reusing it here, Mares nurses set a precedent that will protect the entire bargaining unit in the future and make it easier to fight for back pay when negotiations take longer than anticipated. Those wage rates are the same ones you'll find in Appendix A of Central's contract and in the MOU on pages 7-15. The MOU adds one new pay scale on page 16 for the RNFAs at Mares. Because Central's RNFAs are not in the bargaining unit, there was not a pre-existing wage scale to apply to this role. with an additional wage scale on page 16 that will apply to RNFAs at Mares.

(2) Retirement

The next paragraph on page 1 of the MOU covers the transition from Mares' current 401(k) retirement plan to the 403(b) plan that currently covers Central's nurses. WSNA has used similar language when other groups have joined the Central bargaining unit over time; you'll find one example on page 52 of the CBA.

(3) Adoption of Central's Contract

This section of the MOU, which starts at the top of page 2, does two things: (1) it officially applies the existing Central contract to Mares nurses, and (2) it lists any exceptions where Central's contract that won't apply to Mares and the language that will apply instead. There's only one section in that list: the vacation approval processes listed in the first half of Article 9.2. Instead of the vacation approval process used by most of Central's, Mares nurses would continue to use the first-come/first-served vacation request process that already works well for them. The rest of Central's contract – including the second half of Article 9.2 – would apply equally to everyone in the bargaining unit.. [NOTE: Some nurses covered by Central's contract already use a separate vacation approval process. E.g., oncology/infusion RNs kept their existing process when they joined the bargaining unit – see page 52 of Central's contract.]

(4) Updates to Central's Contract

This section of the MOU, which starts at the top of page 5, covers updates to Central's current contract. These changes will apply to all WSNA-represented Confluence nurses, and bargaining unit leaders from both Central and Mares reviewed the changes before they were proposed as part of the MOU. Some of these changes are "housekeeping" issues; for instance, it adds the RNFA role at Mares to the definition of "staff nurse" in Article 4.2. Other changes reflect wins the Mares bargaining team TA'ed during their own contract negotiations. For example, on page 5, the MOU expands the definition of precepting so more nurses can qualify for this premium. On page 6, the MOU guarantees we'll get 12 weeks of notice before management opens a new unit over the weekend, giving us time to bargain over impacts to nurses lives. Mares' bargaining team fought hard to make sure all WSNA nurses benefit from those wins, and after many months of bargaining, management finally agreed.

(5) Duration Language

Finally, on page 17, you'll find language acknowledging that this MOU – just like the rest of Central's contract – can be changed through negotiations when we meet with management for bargaining at the end of the contract term.

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!