

ARTICLE 7 – WAGES

7.1 Wage Schedule.

Registered Nurse

<u>Years</u>	<u>Steps</u>	Effective <u>April 1,</u> <u>2019</u> <u>3%</u>	Effective <u>April 1,</u> <u>2020</u> <u>3%</u>	Effective <u>April 1,</u> <u>2021</u> <u>3%</u>
0	1	30.38	31.29	32.23
1	2	31.65	32.60	33.58
2	3	32.90	33.89	34.90
3	4	34.17	35.19	36.25
4	5	35.43	36.49	37.58
5	6	36.69	37.79	38.93
6	7	37.95	39.09	40.26
7	8	39.56	40.74	41.97
8	9	40.86	42.08	43.35
9	10	42.16	43.42	44.73
10	11	43.40	44.71	46.05
11	11	43.40	44.71	46.05
12	12	44.89	46.24	47.63
13	12	44.89	46.24	47.63
14	13	46.16	47.54	48.97
15	13	46.16	47.54	48.97
16	14	47.49	48.92	50.39
17	14	47.49	48.92	50.39
18	15	49.24	50.72	52.24
19	15	49.24	50.72	52.24
20	16	50.23	51.73	53.28
21	16	50.23	51.73	53.28
22	17	51.21	52.75	54.33
23	18	52.25	53.81	55.43
24	18	52.25	53.81	55.43

25	19	52.25	53.81	55.43
26	19	53.29	54.88	56.53
27	20	53.29	54.88	56.53
28	20	55.16	56.81	58.51
29	20	55.16	56.81	58.51
30	21	55.16	56.81	58.51
		57.08	58.79	60.55

Core Charge Nurse (7% above Registered Nurse)

<u>Years</u>	<u>Steps</u>	Effective <u>April 1,</u> <u>2019</u> <u>3%</u>	Effective <u>April 1,</u> <u>2020</u> <u>3%</u>	Effective <u>April 1,</u> <u>2021</u> <u>3%</u>
0	1	32.50	33.48	34.48
1	2	33.87	34.89	35.93
2	3	35.20	36.26	37.35
3	4	36.56	37.66	38.79
4	5	37.91	39.04	40.21
5	6	39.26	40.44	41.65
6	7	40.61	41.83	43.08
7	8	42.33	43.60	44.90
8	9	43.72	45.03	46.38
9	10	45.11	46.46	47.86
10	11	46.44	47.84	49.27
11	11	46.44	47.84	49.27
12	12	48.03	49.47	50.96
13	12	48.03	49.47	50.96
14	13	49.39	50.87	52.40
15	13	49.39	50.87	52.40
16	14	50.82	52.34	53.91
17	14	50.82	52.34	53.91
18	15	52.69	54.27	55.90

19	15	52.69	54.27	55.90
20	16	53.74	55.35	57.01
21	16	53.74	55.35	57.01
22	17	54.79	56.44	58.13
23	18	55.90	57.58	59.31
24	18	55.90	57.58	59.31
25	19	57.02	58.73	60.49
26	19	57.02	58.73	60.49
27	20	59.02	60.79	62.61
28	20	59.02	60.79	62.61
29	20	59.02	60.79	62.61
30	21	61.07	62.91	64.79

Stat Nurse (13% above Registered Nurse)

<u>Years</u>	<u>Steps</u>	Effective <u>April 1,</u> <u>2019</u> <u>3%</u>	Effective <u>April 1,</u> <u>2020</u> <u>3%</u>	Effective <u>April 1,</u> <u>2021</u> <u>3%</u>
0	1	34.32	35.35	36.41
1	2	35.77	36.84	37.95
2	3	37.18	38.29	39.44
3	4	38.61	39.77	40.96
4	5	40.03	41.23	42.47
5	6	41.46	42.71	43.99
6	7	42.88	44.17	45.50
7	8	44.70	46.04	47.42
8	9	46.17	47.55	48.98
9	10	47.64	49.07	50.54
10	11	49.05	50.52	52.03
11	11	49.05	50.52	52.03
12	12	50.73	52.25	53.82
13	12	50.73	52.25	53.82

14	13	52.16	53.72	55.34
15	13	52.16	53.72	55.34
16	14	53.67	55.28	56.94
17	14	53.67	55.28	56.94
18	15	55.64	57.31	59.03
19	15	55.64	57.31	59.03
20	16	56.75	58.46	60.21
21	16	56.75	58.46	60.21
22	17	57.87	59.60	61.39
23	18	59.04	60.81	62.64
24	18	59.04	60.81	62.64
25	19	60.21	62.02	63.88
26	19	60.21	62.02	63.88
27	20	62.33	64.19	66.12
28	20	62.33	64.19	66.12
29	20	62.33	64.19	66.12
30	21	64.50	66.43	68.43

Resource Nurse Level 1 (7% above Registered Nurse)

<u>Years</u>	<u>Steps</u>	Effective <u>April 1,</u> <u>2019</u> <u>3%</u>	Effective <u>April 1,</u> <u>2020</u> <u>3%</u>	Effective <u>April 1,</u> <u>2021</u> <u>3%</u>
0	1	32.50	33.48	34.48
1	2	33.87	34.89	35.93
2	3	35.20	36.26	37.35
3	4	36.56	37.66	38.79
4	5	37.91	39.04	40.21
5	6	39.26	40.44	41.65
6	7	40.61	41.83	43.08
7	8	42.33	43.60	44.90
8	9	43.72	45.03	46.38

9	10	45.11	46.46	47.86
10	11	46.44	47.84	49.27
11	11	46.44	47.84	49.27
12	12	48.03	49.47	50.96
13	12	48.03	49.47	50.96
14	13	49.39	50.87	52.40
15	13	49.39	50.87	52.40
16	14	50.82	52.34	53.91
17	14	50.82	52.34	53.91
18	15	52.69	54.27	55.90
19	15	52.69	54.27	55.90
20	16	53.74	55.35	57.01
21	16	53.74	55.35	57.01
22	17	54.79	56.44	58.13
23	18	55.90	57.58	59.31
24	18	55.90	57.58	59.31
25	19	57.02	58.73	60.49
26	19	57.02	58.73	60.49
27	20	59.02	60.79	62.61
28	20	59.02	60.79	62.61
29	20	59.02	60.79	62.61
30	21	61.07	62.91	64.79

Resource Nurse Level 2 (9% above Registered Nurse)

<u>Years</u>	<u>Steps</u>	Effective <u>April 1,</u> <u>2019</u> <u>3%</u>	Effective <u>April 1,</u> <u>2020</u> <u>3%</u>	Effective <u>April 1,</u> <u>2021</u> <u>3%</u>
0	1	33.11	34.10	35.13
1	2	34.50	35.54	36.60
2	3	35.86	36.94	38.05
3	4	37.24	38.36	39.51

4	5	38.61	39.77	40.97
5	6	40.00	41.20	42.43
6	7	41.37	42.61	43.89
7	8	43.12	44.41	45.74
8	9	44.54	45.87	47.25
9	10	45.95	47.33	48.75
10	11	47.31	48.73	50.19
11	11	47.31	48.73	50.19
12	12	48.93	50.40	51.91
13	12	48.93	50.40	51.91
14	13	50.31	51.82	53.38
15	13	50.31	51.82	53.38
16	14	51.77	53.32	54.92
17	14	51.77	53.32	54.92
18	15	53.67	55.28	56.94
19	15	53.67	55.28	56.94
20	16	54.75	56.39	58.08
21	16	54.75	56.39	58.08
22	17	55.82	57.49	59.22
23	18	56.95	58.66	60.42
24	18	56.95	58.66	60.42
25	19	58.08	59.82	61.62
26	19	58.08	59.82	61.62
27	20	60.12	61.92	63.78
28	20	60.12	61.92	63.78
29	20	60.12	61.92	63.78
30	21	62.22	64.08	66.00

Resource Nurse Level 3 (11% above Registered Nurse)

Effective <u>April 1,</u> <u>2019</u>	Effective <u>April 1,</u> <u>2020</u>	Effective <u>April 1,</u> <u>2021</u>
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<u>Years</u>	<u>Steps</u>	<u>3%</u>	<u>3%</u>	<u>3%</u>
0	1	33.72	34.73	35.77
1	2	35.14	36.19	37.28
2	3	36.52	37.62	38.74
3	4	37.93	39.06	40.24
4	5	39.32	40.50	41.72
5	6	40.73	41.95	43.21
6	7	42.13	43.39	44.69
7	8	43.91	45.23	46.58
8	9	45.35	46.71	48.11
9	10	46.80	48.20	49.65
10	11	48.18	49.62	51.11
11	11	48.18	49.62	51.11
12	12	49.83	51.32	52.86
13	12	49.83	51.32	52.86
14	13	51.24	52.77	54.36
15	13	51.24	52.77	54.36
16	14	52.72	54.30	55.93
17	14	52.72	54.30	55.93
18	15	54.66	56.30	57.99
19	15	54.66	56.30	57.99
20	16	55.75	57.42	59.15
21	16	55.75	57.42	59.15
22	17	56.84	58.55	60.30
23	18	57.99	59.73	61.53
24	18	57.99	59.73	61.53
25	19	59.15	60.92	62.75
26	19	59.15	60.92	62.75
27	20	61.22	63.06	64.95
28	20	61.22	63.06	64.95

29	20	61.22	63.06	64.95
30	21	63.36	65.26	67.22

Resource Nurse Level 4 (13% above Registered Nurse)

<u>Years</u>	<u>Steps</u>	Effective <u>April 1,</u> <u>2019</u> <u>3%</u>	Effective <u>April 1,</u> <u>2020</u> <u>3%</u>	Effective <u>April 1,</u> <u>2021</u> <u>3%</u>
0	1	34.32	35.35	36.41
1	2	35.77	36.84	37.95
2	3	37.18	38.29	39.44
3	4	38.61	39.77	40.96
4	5	40.03	41.23	42.47
5	6	41.46	42.71	43.99
6	7	42.88	44.17	45.50
7	8	44.70	46.04	47.42
8	9	46.17	47.55	48.98
9	10	47.64	49.07	50.54
10	11	49.05	50.52	52.03
11	11	49.05	50.52	52.03
12	12	50.73	52.25	53.82
13	12	50.73	52.25	53.82
14	13	52.16	53.72	55.34
15	13	52.16	53.72	55.34
16	14	53.67	55.28	56.94
17	14	53.67	55.28	56.94
18	15	55.64	57.31	59.03
19	15	55.64	57.31	59.03
20	16	56.75	58.46	60.21
21	16	56.75	58.46	60.21
22	17	57.87	59.60	61.39
23	18	59.04	60.81	62.64

24	18	59.04	60.81	62.64
25	19	60.21	62.02	63.88
26	19	60.21	62.02	63.88
27	20	62.33	64.19	66.12
28	20	62.33	64.19	66.12
29	20	62.33	64.19	66.12
30	21	64.50	66.43	68.43

Pool Nurse scheduled below 324 hours and no holiday scheduled or worked (6% above Registered Nurse)(see Article 4.8)

<u>Years</u>	<u>Steps</u>	Effective <u>April 1,</u> <u>2019</u> <u>3%</u>	Effective <u>April 1,</u> <u>2020</u> <u>3%</u>	Effective <u>April 1,</u> <u>2021</u> <u>3%</u>
0	1	32.20	33.16	34.16
1	2	33.55	34.56	35.60
2	3	34.87	35.92	37.00
3	4	36.22	37.31	38.42
4	5	37.55	38.68	39.84
5	6	38.90	40.06	41.26
6	7	40.23	41.43	42.68
7	8	41.93	43.19	44.48
8	9	43.31	44.61	45.95
9	10	44.69	46.03	47.41
10	11	46.01	47.39	48.81
11	11	46.01	47.39	48.81
12	12	47.58	49.01	50.48
13	12	47.58	49.01	50.48
14	13	48.93	50.40	51.91
15	13	48.93	50.40	51.91
16	14	50.34	51.85	53.41
17	14	50.34	51.85	53.41
18	15	52.20	53.76	55.37

19	15	52.20	53.76	55.37
20	16	53.24	54.84	56.48
21	16	53.24	54.84	56.48
22	17	54.28	55.91	57.59
23	18	55.38	57.04	58.76
24	18	55.38	57.04	58.76
25	19	56.48	58.18	59.92
26	19	56.48	58.18	59.92
27	20	58.46	60.22	62.02
28	20	58.46	60.22	62.02
29	20	58.46	60.22	62.02
30	21	60.50	62.32	64.19

Pool Nurse scheduled for 324 hours plus worked or scheduled to work a holiday (12% above Registered Nurse)(see Article 4.8)

<u>Years</u>	<u>Steps</u>	Effective <u>April 1,</u> <u>2019</u> <u>3%</u>	Effective <u>April 1,</u> <u>2020</u> <u>3%</u>	Effective <u>April 1,</u> <u>2021</u> <u>3%</u>
0	1	34.02	35.04	36.09
1	2	35.45	36.52	37.61
2	3	36.85	37.95	39.09
3	4	38.27	39.42	40.60
4	5	39.68	40.87	42.09
5	6	41.10	42.33	43.60
6	7	42.50	43.78	45.09
7	8	44.30	45.63	47.00
8	9	45.76	47.13	48.55
9	10	47.22	48.63	50.09
10	11	48.61	50.07	51.57
11	11	48.61	50.07	51.57
12	12	50.28	51.79	53.34

13	12	50.28	51.79	53.34
14	13	51.70	53.25	54.85
15	13	51.70	53.25	54.85
16	14	53.19	54.79	56.43
17	14	53.19	54.79	56.43
18	15	55.15	56.81	58.51
19	15	55.15	56.81	58.51
20	16	56.25	57.94	59.68
21	16	56.25	57.94	59.68
22	17	57.35	59.07	60.85
23	18	58.52	60.27	62.08
24	18	58.52	60.27	62.08
25	19	59.68	61.47	63.31
26	19	59.68	61.47	63.31
27	20	61.77	63.63	65.54
28	20	61.77	63.63	65.54
29	20	61.77	63.63	65.54
30	21	63.93	65.85	67.82

Addendum A

Effective 1/1/17 the evening and night shift differentials shall be frozen.. The following shift differentials at each step of the wage scale goes into effect:

YEAR	Central Washington Hospital	Evening Shift Differential	Night Shift Differential
	4/1/2019	Eff 1/1/2017	Eff 1/1/2017
0	30.38	1.98	3.40
1	31.65	2.07	3.54
2	32.90	2.15	3.68
3	34.17	2.23	3.83
4	35.43	2.31	3.97
5	36.69	2.40	4.11
6	37.95	2.48	4.25
7	39.56	2.58	4.43
8	40.86	2.67	4.58
9	42.16	2.75	4.72
10	43.40	2.84	4.86
11	43.40	2.84	4.86

12	44.89	2.93	5.03
13	44.89	2.93	5.03
14	46.16	3.02	5.17
15	46.16	3.02	5.17
16	47.49	3.10	5.32
17	47.49	3.10	5.32
18	49.24	3.22	5.51
19	49.24	3.22	5.51
20	50.23	3.28	5.62
21	50.23	3.28	5.62
22	51.21	3.35	5.73
23	52.25	3.41	5.85
24	52.25	3.41	5.85
25	53.29	3.48	5.97
26	53.29	3.48	5.97
27	55.16	3.60	6.18
28	55.16	3.60	6.18
29	55.16	3.60	6.18
30	57.08	3.73	6.39