

ELECTRONIC VOTE

Opens: Tuesday 4/21 at 1930
Closes: Thursday 4/23 at 1930

Questions? Contact
WSNA Nurse Representative
Laurie Robinson, RN
(206) 620-4136
lrobinson@wsna.org

Q&A Info Sessions

Tuesday April 21
Virtual Session:
1830-2030



Wednesday April 22

Mares:

CR 1 Basement 0600-0800
CR 2 Basement 1200-1300
CR 1 Basement 1300-1400 & 1800-2000

Central:

CR D 0600-0800
CR F 1100-1330
CR A 1800-2000

Thursday April 23

Mares:

CR 1 Basement 0600-0800
CR 2 Basement 1200-1430
CR 2 Basement 1730-1930

Central:

CR B 0600-0800
CR B 1100-1330
CR D/E 1730-1930

The Bigger Picture: A Reminder of What We Really Stand to Gain

Aside from all the wins that undeniably benefit WSNA nurses at Confluence, there's another pressing reason a yes vote next week is so important. It's about solidarity and what that means for future nurses here. Now is a good time to revisit thoughts on the matter shared by some of our colleagues.

"I'm a retired pool position nurse and currently work in PCU at Central. I have been a nurse at Central since 1991 and served on the WSNA bargaining team many times since 2003. In that time I've witnessed a lot of change with our hospital. This new opportunity to have Mares campus nurses join us at Central is a good one. These nurses need to be part of us. **We need to be one.** This should have happened a long time ago. Mares nurses should have always been a part of the hospital group since we came together in 2013. At that time, they sent a lot of our services over there and surgeries to make space at Central. This only divided us in a way that didn't benefit us.

All of us nurses, Central or Mares, provide care for our town and this would be better for our patients. Whatever facility our patients land at, they will get nurses that care about them, working with the protection of WSNA standards. . . **I think this will work out for the better for all the nurses. Particularly in the long run—for future nurses that will be caring for the next generation of our community.**"

- Lorna Sebastian, RN, PCU Central Campus since 1991

"In solidarity with our Mares colleagues, I will be voting yes, recognizing that their separate MOU reflects their specific differences while still preserving a unified bargaining unit and protections for all nurses. The differences are small, and the unity remains essential."

-Paul Molenaar, RN, ED Central Campus since 2006 and Local Unit Officer

"I have been an emergency department RN for 17 years, all at Level One trauma centers prior to my 7-year stint in the ER at Central. Last year I decided to move over to the ED at Mares for a different experience. . . While overall the volume and acuity is less at the Mares Campus, we care for our community with walk up traumas, cardiac events, and respiratory distress patients on a frequent basis, with far less of the ancillary resources available at Central. . . **I worked at Central during multiple contract negotiations and was able to see how our strength in numbers lead to countless wins for nursing.** My hope moving forward is that all of us as nurses would see the value in each other's work, all of our common goals and the power we gain as one larger bargaining unit."

- Cori Godbey, Mares ED RN since 2024, 7-year Central ED RN



**Confluence Health at
Central and Mares Campus**

RECOMMENDED AGREEMENT REACHED!

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 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. The details are on the next page. It will be clear why **WSNA and the Mares MOU bargaining team recommend voting "YES" to ratify the 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, a summary is on the following pages.

The memorandum of understanding (MOU) joining the Mares and Central units would become an Appendix to WSNA's current collective bargaining agreement, 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.

Got questions about what it means for you? Join us for Q&A sessions next week. We'd love to see you!

Tuesday April 21 Virtual Session 1830-2030

<https://teams.microsoft.com/meet/271900302283233?p=y93meCycmhYt1kmnQ5>

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RATIFICATION VOTE

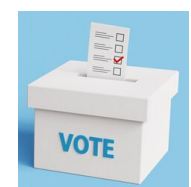
Electronic Voting

Opens: Tuesday April 21 at 1930
Closes: Thursday April 23 at 1930

What You Need to Know:

- Ballots will be sent at 1930 on Tuesday 4/21 when vote opens.
- You can vote any time during that 48-hour period.
- Ballots will be sent to the email address nurses have on file with WSNA.
- Each Ballot link is unique to each individual nurse and can only be used once.
- To vote, you must be a dues-paying member in good standing.
- You can verify your status by checking your pay stub for WSNA dues deductions.
- If you need to update your email or confirm your membership, please reach out as soon as possible to ensure you receive your ballot.

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Summary of the Memorandum of Understanding Unifying the Central and Mares Units

The MOU addresses three key areas: 1. The process of combining the two groups of nurses
2. Language that applies only to Mares Campus nurses (because it's not relevant to Central Campus nurses) and 3. Language that will apply to everyone.

1. Language That Integrates Mares Nurses into the WSNA Central Contract

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.

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 – **the Mares MOU bargaining team enthusiastically recommends a YES vote.**

Your Voice Matters: Vote Next Week!

This very important vote is next week! To secure the wins and benefits in the MOU outlined here, a yes vote to accept (or ratify) the agreement is needed. Keep an eye on your personal email account at 1930 next Tuesday, April 21 for a link to your private electronic ballot. Please cast your ballot by 1930 on Thursday, April 23 when the vote closes.

If you need tech support, to update your email or confirm your membership, please reach out as soon as possible to ensure you receive your ballot.

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3. Language with Additional Wins That Will Benefit All Nurses

The MOU also includes improvements that, if ratified, would benefit nurses at both Central and Mares.

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 in the future; if the MOU is ratified, **management will need to give at least six months' notice before ending the bilingual premiums program rather than the thirty days** required under the current WSNA contract.