

## Info Sessions

We bet folks have questions! We want to make sure that all nurses have an opportunity to ask questions and gain the perspective of WSNA attorneys who have been at the negotiating table at both Central and Mares. We will be holding in person and virtual meetings to give everyone ample access to the information. Looking forward to seeing you there!

### Wednesday 12/11/25

Virtual Meetings Via Teams

10-11am and 8-9pm

### Friday 12/19/25

In-Person/Virtual Meetings Via  
Teams

10-11am Central—CRJ

12-1pm Mares

CR WVHC Basement

*Links to virtual meetings coming soon!*

### Survey Coming Soon

Next Monday 12/15/25 we will be launching a survey to get nurses' feedback about these important issues, as well as drill down on finer points related to seniority.

## Central and Mares Campus Unification FAQs

**How will seniority be handled between the campuses if the campuses were under one contract?** That is still TBD. It will depend on how nurses want to handle it and what Confluence will agree to. We will be asking for nurses to weigh in through a brief survey next Monday. Currently WSNA officers are considering these options:

- (A) a single, combined seniority list that credits each nurse for their total time worked as an RN at Central, Mares, Omak, and Moses Lake;
- (B) two separate seniority lists that credit each nurse for their total time worked as an RN at their current facility, but not any previous time worked at another bargaining unit facility; and
- (C) a hybrid option under which only seniority accrued under a particular facility could be used to bid into a job at that facility, but once a nurse was working at that facility, they would be credited with their full seniority.

**Will we have to float back and forth between campuses under a joined bargaining unit?** NO! We did not agree to mandatory floating between Central and Mares! Central's new contract created a new Campus Flex Nurse job that will be scheduled to work shifts at both campuses, but nurses will choose to apply for this role and be hired into the position. Central's contract also specifically says nurses will not be forced to float between campuses.

**What is a MOU?** It stands for "Memorandum of Understanding." An MOU is a legally binding document that captures agreements between parties during the life of the contract; for example, Central nurses used an MOU to set terms for Infusion RNs in 2024. When the next contract is negotiated, parties often either attach the MOU to the contract as a new Appendix (like Central did in Appendix I) or incorporate the terms of the MOU into the main contract so a separate document isn't needed. Here, if the two units were to join together, we would use an MOU to set terms that add Mares nurses to the Central bargaining unit, capture any key areas of difference between campuses, and improve wages and working conditions at both facilities. When we negotiate for our next contract term in 2028, we would either add the MOU as an Appendix or incorporate the MOU's terms into the relevant articles of the contract, at which point the MOU itself could be removed.

Questions? Contact our WSNA Nurse Representative:

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## What Do We Stand to Gain by Unifying Central and Mares Campus? Nurse Colleagues Weigh In:



### The Long View from Lorna Sebastian, RN, Progressive Care Unit, Central Campus

"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 have a friend that went from Central to Mares this past year. She's still not getting the retirement package or any matching the way we have at Central—and she should. She is still a member of our community and still providing care in our community at a Confluence facility as a WSNA nurse. They're not matching her since their settlement is not finalized. So she is waiting on us to help figure this out.

Our vacation process at Central doesn't always work. Mares should keep a process that works for them. Last year we added the Infusion nurses to our contract at Central. They kept the vacation process that worked for them. We didn't hesitate when that group joined our union.

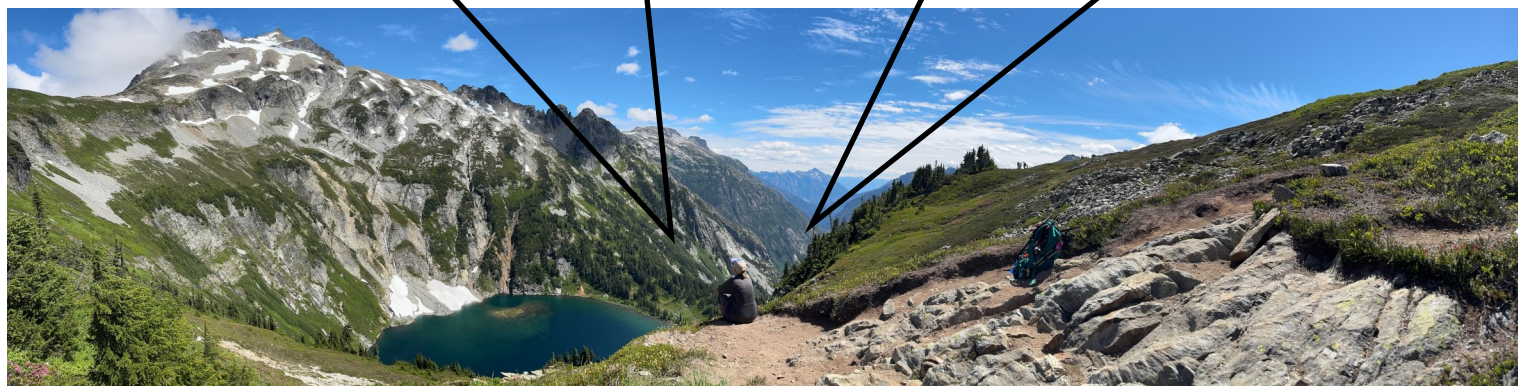
I think this will work out for the better for all the nurses. Particularly in the long run—for future nurses that will be caring for the next generation of our community."

- Lorna Sebastian, RN, PCU Central Campus

"I think unionizing is important, it provides protection from WSNA, but helps the nurses at Confluence Health to come together, organize, and provide support and protection to our nursing community ourselves and as well. Having all of the nurses in the region as a single unit makes us a force, makes us stronger."

"I also think that joining our seniority opens choices for all of the nurses at Confluence Health without the concern of going to the bottom of the seniority list. It gives the nurses the power to decide what is best for them with locking them into a campus."

- Chris Gallup, RNFA, Mares Campus



Camera shy, avid hiker Chris Gallup shares her thoughts from North Cascades, Sahale Arm. She helped organize nurses at Mares Campus with WSNA and negotiate the terms of the TA with Confluence.