

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 registered nurse bargaining unit. The memorandum of understanding (MOU) merging the Mares and Central units would become an Appendix to Central’s main contract. That MOU would include two kinds of proposed changes, which are summarized below.

Contract language that would only apply to Mares nurses.

Like most groups who join an existing bargaining unit (e.g., Infusion Nurses who joined Central’s unit in 2024, Home Infusion RNs who joined in 2025), nurses at Mares would fall under Central’s existing contract terms with a handful of distinction that reflect the specific working conditions at their facility.

Appendix A – Central’s wage scale would apply to Mares nurses effective retroactively to September 14, 2025, the same date those wages went into effect for Central’s nurses earlier this fall.

Article 12 – Mares nurses would 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.

Article 9.2 – Mares nurses would continue to request vacation leave on a first-come, first-served basis rather than converting to Central’s seniority-based request process. All other aspects of vacation and other paid leaves will align with Central’s current contract language.

Contract language that would apply to all nurses in our bargaining units.

During their own contract negotiations, WSNA Mares reached agreements with management on language that would benefit nurses across our bargaining units if we added them to Central's contract in this MOU.

Article 3.3 – Confluence typically sends a biannual list of all registered nurses in our bargaining unit to WSNA’s staff representative. Our contract would be updated to reflect that existing practice.

Article 3.6 – An additional two nurses would be given release time for joint negotiations when it’s time to reopen our contract in 2028.

Article 4.2 – The term “staff nurse” in our contract would 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 would 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” would 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 would be listed together for Campus Flex Nurse roles. Language will be updated to reflect that nurses at both campuses work under the same contract.

(More on page 2)

We will be holding info sessions with WSNA attorneys in the upcoming weeks to make sure we are available to address our members' concerns. Every nurse's opinion matters. Expect a related survey soon!

In the interim, if you have thoughts or questions please do not hesitate to contact our WSNA Nurse Representative:

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Mark your calendars!

WSNA's 2026 Union Leadership Conference will take place **April 26–28, 2026, at the Wenatchee Convention Center.**

This biennial gathering brings together nurse leaders from local units across the state to build skills, share strategies, and strengthen our collective voice. Don't miss this opportunity to connect with colleagues, deepen your leadership knowledge, and prepare for the challenges and victories ahead.

Registration information coming soon!

Contract language that would apply to all nurses in our bargaining unit (continued from page 1)

Article 4.17 – GI and Endoscopy would 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 would 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 would 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 6.7.1 – Confluence would automatically post an updated seniority list on Pulse at least quarterly.

Article 8.8.1 – Night shift nurses would earn weekend pay for their full shift on either Friday and Saturday night or Saturday and Sunday night, even if their shift doesn't start right at 1900. This means more weekend pay for more nurses.

Article 9.8 – All nurses whose shifts start on a holiday would earn holiday pay for their full shift, regardless of when it ends. For dedicated night shift nurses, the Thanksgiving holiday would begin whenever their shift starts on the Wednesday before Thanksgiving and end whenever their shift starts on the Friday after Thanksgiving, and their New Year's Day holiday would begin at the start of their shift on New Year's Eve and end at the start of their shift on New Year's Day.

Article 14.1.1 – We would establish a temporary Mares-focused monthly Conference Committee for the first six months after ratification to help nurses and managers at Mares adjust to working under a contract.

Article 14.4 – At least one "yes" vote would be required as part of any majority vote to approve a staffing plan, protecting our right to negotiate over our staffing levels.

Article 18.1 – We would have the right to join a picket line on non-working time during the term of the contract.

Appendix H – This premium would become permanent and management would no longer be able to revoke it with 30 days' notice. Bilingual premium positions would be awarded based on seniority within a unit or department rather than bargaining unit-wide, limiting scheduling disruptions when a nurse qualifies for this premium.