

Good Samaritan Tentative Agreement Summary – 7/29/2026

After sixteen bargaining sessions, [an informational picket](#), over [1,500 letters](#) sent to MultiCare executives, [a unanimous advisory vote](#), speaking at the [Puyallup city council](#), and persistent support and solidarity for our bargaining team, we are proud to announce a Tentative Agreement (TA) your WSNA negotiating team can proudly recommend a YES vote on.

This contract reminds us that every single gain we make must be protected and can be taken away by management during the next negotiations cycle if we are not ready to defend it. We won additional staffing resources three years ago, and management proposed dissolving those additional resources in every single bargaining session up until today. It isn't fair that we have to fight so hard to protect our past gains, but it is the reality of bargaining with MultiCare. Every single day we must show up in solidarity, ready to defend our working conditions, our contract, our coworkers.

While we did not win what we wanted on every issue, we are proud of the significant gains this contract has made – and we are equally proud of the many, many, takeaways we fought off from management.

Here is a summary of our Tentative Agreement. Your bargaining team recommends a YES vote. Voting will take place electronically on August 11 from 0630-1830.

HISTORIC WINS: Our team won these improvements despite MultiCare's historic position that it would never agree to these changes in Pierce County Union contracts.

END TO CANMs AS CHARGE!

- When a charge nurse assignment is scheduled on a unit, “it will be offered first to a qualified bargaining unit nurse.” We also got MultiCare to further confirm in this agreement that it will assign charge nurses in compliance with the Hospital Staffing Plan.
- This agreement is also drafted to ensure adequate staffing in emergency situations or where the bargaining unit charge nurses become unexpectedly unavailable for their shift. In these situations, we agreed that other RNs (including leadership, traveler, or agency nurses) may temporarily assist with charge nurse duties in those staffing crises.
 - However, if a charge-trained bargaining unit nurse later becomes available to perform charge – MultiCare committed to make reasonable efforts to place the newly available bargaining unit nurse in the charge role. This set-up will ensure adequate staffing for our patients and our staff while still recognizing charge nurse work is Union nurse work.
- MultiCare agreed to ensure an adequate number of us are trained to perform the charge nurse role.
 - To implement this agreement, MultiCare asked for nine months to train an adequate number of bargaining unit nurses.

EMPLOYEE VOICE/RESPECT COMMITTEE!

- This Respect committee is a collaborative forum between management and WSNA to address workplace and culture concerns. There will be four management representatives and four union appointed representatives.
- The committee will meet on paid time and at least on a quarterly basis with additional meetings by mutual agreement. The committee may offer recommendations for training or workplace improvements for the Employer's consideration.

SELF-SCHEDULING PROTECTIONS!

- If self-scheduling is implemented in a unit, the following protections will be maintained:
 - For a six-week schedule, nurses shall have a minimum of six (6) unavailable days.
 - If the Employer decides to utilize self-scheduling on a unit the management for the unit will meet with up to three (3) Union appointed employees to discuss if the unit can support more than six (6) unavailable days. If a unit uses a scheduling period longer than six (6) weeks, the Employer will ensure that nurses on that unit are provided unavailable days commensurate to the weeks within the new schedule period.
- A move for purposes of self-scheduling shall be defined as: scheduling a nurse on any day that the nurse did not mark as a "requested shift" (e.g., an available day, unavailable day, and unmarked day).
 - Any moves will be reported at the unit-based staffing committee for discussion.
 - Moves will follow a rotating reverse seniority list, subject to skill needs.
 - The Employer will make a good faith effort to move nurses as little as necessary to meet staffing needs.
- The Employer shall post these protections on any unit changed to self-scheduling.

Increase to across-the-board wages and premiums:

- Wage Increase: Tacoma Generals wages but moves up our Y2 and Y3 raise to result in higher wages for four additional months.
 - Year 1 – 4% and \$2.25 (an average of 7.38%)
 - Year 2 – 3.75% (starting two months sooner on Feb 1, 2027)
 - Year 3 – 3.5% (starting two months sooner on Feb 1, 2028)
 - With compounding, an average of 15.46% over the life of the contract, without including step increases.
- As a result of Y2 & Y3 early start: additional \$745 to \$1,686 depending on FTE
- \$500 dollars to each Bargaining Unit member, pro-rated, to settle our Healthy at Work and Educational Funds Unfair Labor Practices (ULPs)
 - For this purpose, 0.9 = 1.0 FTE and per diems = 0.3 FTE
- Increase to preceptor pay (now \$2.25)
- Major increase in continuing education funds
 - \$750 for FT (prorated for PT), \$150 for per diems
 - More funds for per diems than achieved at TG
- Rest between shift for nurses on procedural units returning from callback or standby

- Language that gives nurses on procedural units rest between shifts even if they are returning from callback or standby to address call burnout in those units.
- Immediate out of turn low census for float pool nurses
 - Float pool nurses immediately receive their regular rate of pay if they are incorrectly low censused out of turn.
- New night shift differential premium for nurses at step 20 or above
 - Nurses who are at step 20 or above and work on the night shift will now receive a \$1 premium.

Fought off takeaways!

- Additional Resources MOU (free flex and charge)
 - Refused management's many proposals to immediately dissolve the MOU that ensures we get our free flex and free charge nurses as a contract right.
- Severance
 - Fought off MultiCare's many proposals to cut severance pay for Good Sam nurses with 15+ years of experience.
- Education funds for per diems
 - Fought off MultiCare proposal to take education funds away from per diems.
- Shift differential
 - Fought off MultiCare proposals to shift to a majority of hours worked set-up for getting shift differential.
- Meal and rest MOU
 - Fought off MultiCare proposal to entirely dissolve previously won meal and rest protections and refusal to implement the new settlement.

Other Wins:

- Seniority as the sole factor for day or night shift.
 - Ensures that MultiCare must only look at seniority when considering nurses' requests to transfer from night to day shift and vice versa.
- First level discipline (PG1s) expire after 1 year!
 - Once expired, PG1s cannot be used to stack on further discipline (PG2, PG3, termination)

	Year 1 First full pay period after ratification	Year 2 Effective 2/1/2027	Year 3 Effective 2/1/2028
	4% & \$2.25	3.75%	3.50%
Base	\$48.15	\$49.95	\$51.70
1	\$50.09	\$51.97	\$53.79
2	\$52.13	\$54.08	\$55.98
3	\$54.25	\$56.28	\$58.25
4	\$56.19	\$58.30	\$60.34
5	\$58.22	\$60.41	\$62.52
6	\$60.32	\$62.59	\$64.78
7	\$62.21	\$64.54	\$66.80
8	\$64.15	\$66.56	\$68.89
9	\$66.17	\$68.65	\$71.05
10	\$68.08	\$70.64	\$73.11
11	\$70.06	\$72.69	\$75.23
12	\$72.10	\$74.80	\$77.42
13	\$73.49	\$76.25	\$78.91
14	\$74.91	\$77.72	\$80.44
15	\$76.37	\$79.23	\$82.01
16	\$77.85	\$80.77	\$83.59
17	\$79.37	\$82.34	\$85.22
18	\$80.91	\$83.94	\$86.88
19	\$82.48	\$85.57	\$88.56
20	\$84.09	\$87.24	\$90.29
21	\$85.72	\$88.93	\$92.05
22	\$87.38	\$90.66	\$93.83
23	\$89.09	\$92.43	\$95.67
24	\$90.83	\$94.23	\$97.53
25	\$90.83	\$94.23	\$97.53