

Kadlec Local Unit Meeting



Month: March
2026



Prepared by:
WSNA – 2025
Negotiation Team

Kadlec Tentative Agreement Review

Bargaining Process:

- 26 total bargaining sessions for just over 5 mos.
- Mediation required to reach agreement
- We had significant member engagement and actions
- This TA reflects both Wins and compromises

Key Points:

- Review what's in the Tentative Agreement
- Highlight improvements
- Discuss Concerns
- Answer Questions
- Prepare for Vote

Major Wins

Break Enforcement (BIG WIN)

- Break compliance now tracked and reviewed
- Units below threshold must take action
- Staffing Committee involved

Why This Matters:

This language create a process for accountability.

Break Relief Nurse Pilot (BIG WIN)

- Triggered by low compliance
- Dedicated nurse for break coverage
- Can become permanent

Why This Matters:

This is a structural solution, not just 'try harder. Kadlec is now one of very few contracts in the State of Washington that states Break Nurse or has a process in which one would be added.

RE: Break Compliance Review

Both the Employer and the Union recognize the importance of nurses receiving their breaks as an important element in the overall patient experience and nurse satisfaction. The Employer and the Union, through the Hospital Staffing Committee (HSC), over the first five (5) months following ratification, will review missed meal and rest break data for all units and identify units where meal and/or rest break compliance for bargaining unit nurses is less than eighty percent (80%). -For any unit falling below the eighty percent (80%) threshold, that unit's Manager will collaborate with the unit workgroup on scheduling to develop a break plan under the following conditions:

- Within three (3) months, the unit will develop and submit a break plan that will be used in that department to ensure RNs get their meal and rest breaks.
- The HSC will evaluate the break plans provided by those Departments and monitor the effectiveness of such plans going forward. If any of the break plans are deemed by the HSC not to be functional, the HSC may recommend that those units consider the following steps to improve break compliance: (1) request additional float resources; (2) develop/revise unit based plan for staff to take meals/breaks; or (3) request revision of the staffing matrix for that unit, which may include a break relief nurse pilot program.

Should a Pilot program be recommended by the HSC, and approved by Hospital Management, the following terms shall apply:

- The Unit Manager or designee, in consultation with the unit workgroup on scheduling, will define the role and responsibilities of nurses who are assigned to cover meal and rest breaks on the unit, and the duration of the pilot, not to exceed six (6) months.
- The Unit Manager or designee determines which nurses will fill the rest and meal break coverage role for the shift.
- Break Nurses primary responsibility is to provide full and uninterrupted rest and meal break coverage for unit RNs, and may be required to take a patient assignment based on operational needs as determined by the Unit Manager or designee.
- Breaks/lunches will be scheduled and nurses will take their breaks/lunches at their assigned time except for patient/staffing emergencies as defined by the Charge Nurse/Manager.
- A nurse providing rest and meal break coverage must have the necessary competencies to provide care for all patient types during rest or meal breaks and is responsible for

assuming care for a nurse's patient assignment so that the nurse can take uninterrupted rest and meal breaks.

- Following the conclusion of a given pilot program, the unit workgroup on scheduling will collaborate with the HSC to review break compliance data for the relevant period of time and recommend to the Unit Manager or designee whether to modify, extend, or end the Pilot Program.

and
(9) Review, assessment, and response to staffing concerns presented to the committee.

(10) The Employer shall provide monthly reports including percentage of missed rest/meal breaks by unit.

The staffing matrix will be posted on each unit.

Safety Improvements

Safety Wins:

- Increased focus on ED security
- Workplace violence attention
- Movement forward on safety concerns

Why this matter:

Nurses have been clear that safety is a top concern. These changes are a step toward ensuring you are not expected to manage unsafe situations alone and that stronger systems are in place to protect both staff and patients. This is progress, but not the end of the work, we will continue to build on these gains.

Co-chairs of the WPV sub-committee upon request of the Conference Committee will provide a report regarding emergent trends and suggested plans of action to address workplace violence.

15.6.1 Kadlec will assign security staff whose primary responsibility is to maintain a security presence in the Emergency Department and Freestanding ED at all times, subject to operational needs and/or emergent circumstances. Nurses retain the ability to request security assistance and use escalation pathways when safety concerns arise. Where staff believe the security presence in the Emergency Department and Freestanding ED are insufficient, they may submit an HRP which will be reviewed by the Workplace Violence Subcommittee on a quarterly

15.6 Committee on Workplace Violence. Kadlec maintains a clear policy of zero tolerance for workplace violence (including verbal and nonverbal threats) by patients or visitors communicated through prominent hospital-wide signage and policy. Signs shall be posted on all public entrances prohibiting visitors from bringing firearms or weapons into the hospital. Nurses should remove themselves from a patient who they believe presents an immediate risk of violence and then consult with their manager or designee to develop a plan to assure caregiver safety and appropriate safe patient care. All newly hired nurses will receive in-person interactive violence prevention training within ninety (90) days of employment.

The parties will continue to maintain a subcommittee of its Safety Committee, re-titled the Workplace Violence Prevention, Response and Assessment Committee, which will include at least four (4) nurses selected by WSNA, as well as representatives of other employee groups and management, including but not limited to those responsible for education, risk, security, and leadership. The sub-committee will be co-chaired by one (1) individual selected by non-supervisory employees on the Safety Committee and one (10 individual appointed by the Employer. The subcommittee shall meet regularly, on a schedule mutually agreed upon by subcommittee members. The

Wage Improvements

1. Across The Board Improvements:

Effective the third full pay period following ratification all wages will be increased by an across the board wage increase of 2.75%

Effective the first full pay period following November 1, 2026 all wages will be increased by an across the board wage increase of 2.75%

Effective the first full pay period following November 1, 2027 all wages will be increased by an across the board wage increase of 3.0% 2.

2. Market Adjustments:

Third full pay period following ratification.

- a. \$1.00 market adjustment for all grades
- b. \$0.50 market adjustment for grades 6-25

First full pay period following January 1, 2027.

- a. \$1.50 market adjustment for grades 6-25

3. Recognition Bonus: Nurses employed as of the date of ratification, shall receive a recognition bonus of \$1,000 (pro-rated by FTE, except that 0.9 will be treated as 100% and per diems being treated as a 0.2 FTE), to be paid out the third full pay period following ratification,, and provided that the nurse is still employed on the date of payment.

Retention Bonus: Nurses employed as of the date of ratification, who are continuously employed through May 1, 2027 will, effective the first full payroll period after that date, receive a retention bonus of \$1,000 (pro-rated by FTE, except that 0.9 will be treated as 100% per diems being treated as a 0.2 FTE), provided the nurse is still employed on the date of payment.

Wage Improvements-Step Advancement

Implementation Dispute:

The transition to an anniversary-based step advancement system represents a significant change from the current hours-based model. While this change was intended to create more predictable progression and address delays experienced by part-time nurses and those on leave, there has been a difference in interpretation regarding how it should be implemented. The Employer indicated that, upon ratification, step advancement would move immediately to anniversary date only, meaning hours worked toward the 1,872 threshold would no longer be considered. The Union's position has been that no nurse should lose expected progression during this transition, and that advancement should occur based on hours worked or anniversary date, whichever comes first. We have now received confirmation from the Employer that they are willing to work with WSNA in the months following ratification to ensure that RNs are not negatively impacted by the transition to an anniversary-based system. However, the specific details of how this will be implemented are still being developed and have not yet been finalized.

7.2 Step Advancement. Full-time and part-time nurses shall advance a service step effective at the beginning of the first full pay period following twelve (12) consecutive calendar months of continuous employment from the nurse's anniversary date.

7.2.1 Anniversary Date. For the purpose of step placement, a nurse's "Anniversary Date" shall be the date the nurse began working at Kadlec as a bargaining unit Registered Nurse.

Wage Improvements: Premium Increases

Premium Pay Improvements:

- Charge RN: **\$3.75 → \$4.25**
- EVE shift differential: **\$2.75 → \$3.00**
- NOC Shift longevity premium: **\$1.00 after 3yrs of experience**
- SANE pay increased to **\$250**

All wage improvements are important, but the NOC shift longevity differential represents the introduction of a new concept in premium pay. Longevity differentials are more commonly used in states like Oregon and California and are designed to support retention of experienced nurses working night shift. This addition marks an important first step and establishes a foundation for continued progress toward shift-based wage enhancement

Additional Improvements

1 Increased language under Workgroups on Scheduling

This language ensure committees will meet at least once a year to review the scheduling process and increase the scope of review and advisory role.

2 Ability to retain PTO when department closes on a Holiday

Nurses will have the ability to choose to retain their PTO when a department is closed on a designated holiday understanding that does not prevent the nurse from being assigned to alternative work.

3 Resource RN Floating

The employer commits to honoring the department of choice when a resource RN picks up overtime shifts.

4 Limitations on department restructure

The employer will endeavor to avoid unit restructure/rebid more than once in a 12 month period.

Key Takeaway

These changes strengthen nurse input, increase scheduling transparency, and provide greater consistency and predictability in day-to-day work. Together, they represent meaningful progress in giving nurses a stronger voice and more stability in their work environment.

Compromises:

Compromises in This TA

- Per diem step system remains hours-based: This was hard fought and not the outcome we wanted but the employer was unwilling to consider Per Diem RNs in this proposal.
- No compensation for bargaining team
- Removal of Interest-Based Bargaining language

Message:

These reflect the reality of this round of bargaining with an employer that does not display a commitment to collaborative solution based bargaining.



What this agreement does:

- ✓ Strengthens break enforcement
- ✓ Creates accountability for staffing
- ✓ Improves premiums and safety
- ✓ Moves to predictable advancement

What it does not do:

- ✓ Does not include everything proposed
- ✓ Does not resolve all staffing concerns
- ✓ Does not yet have a fully realized or aligned grade advancement at ratification



Recommendation:

Bargaining team recommends **YES vote**
Based on:

- gains achieved
- realistic outcome without escalation

If Not Ratified

- Return to bargaining
- Potential escalation
- Uncertain timeline

Voting Details

- March 31 (7 AM – 7 AM)
- Electronic ballot
- Must be member in good standing

Info Sessions in Ringold Room:

- 0600-0800am
- Noon-2pm
- 5pm-7pm

WSNA Union Leadership Conference

April 26, 2026–April 28, 2026

- Level Up your skills, your knowledge, and your power at WSNA's 2026 Union Leadership Conference **April 26–28, 2026, at the Wenatchee Convention Center.**
- Now more than ever, unions need strong leaders like you. At Leadership, you'll learn and grow, with some costume-party fun thrown in. Don't miss this opportunity to connect with colleagues, deepen your leadership knowledge, and prepare for the challenges and victories ahead.
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