



WSNA and KITTITAS VALLEY HEALTH

January 1, 2026-December 31, 2028, Contract Highlights and Tentative Agreement Summary

Your bargaining team recommends a “YES” vote.

<u>Ratification Vote Details</u>	
<u>When:</u>	E-Voting opens <u>Sunday, December 21, at 2000 and closes Monday, December 22, at 2000.</u> Local unit officers and WSNA staff will hold virtual office hours on <u>Wednesday, December 17,</u> from 0700 to 0900 and <u>Monday, December 22,</u> from 0700 to 0900.
<u>Where:</u>	E-Vote from anywhere! Officers and WSNA staff will be available at virtual office hours and via email all day during voting if you have questions, concerns, or tech issues.

HIGHLIGHTS

- First-year wage increases that beat our area competitors and build momentum over years two and three of our contract, paying nurses an average of 25.5% more by the end of the 2026-28 contract term.
- A new wage scale that competes with Puget Sound-area facilities and helps nurses maximize their pay hourly rates and retirement contributions five years sooner in their career.
- A **brand new percentage-based night shift differential** that will pay each nurse an hourly premium equal to **12% of their base rate** for their time worked between 11 p.m. and 7 a.m.

WAGES

Cumulative Gains	<ul style="list-style-type: none">• Nurses will earn 25.5% more by the end of the 2026-28 contract term• Wages that beat our area competitors by 5.8%• Annual across-the-board increases that meet or beat all area hospitals
Effective Date	Increase
First full pay period after January 1, 2026	10.16% average increase – see your step’s increase on page 6
First full pay period after January 1, 2027	4% increase to all steps
First full pay period after January 1, 2028	4% increase to all steps

CHANGES IN THE 2026-2028 CONTRACT

WSNA is preparing a final redline draft of the language we bargained and is confirming management's agreement that the draft is accurate in advance of our e-voting period from 2000 on December 21 through 2000 on December 22. In the meantime, we've prepared a complete list of the changes you'll find in that final draft.

Wages:

- Over the course of our contract, wages for each step will increase by an average of 19.15% -- with 16.8% increases to our base rate, 23.3% increases at step 5, and 21.9% increases at step 25.
- As nurses move up the pay scale annually over the next three years, they'll earn on average 25.5% more by the end of our contract term than they're earning now.
- Starting with the first full pay period after January 1, 2026:
 - Nurses will see average increases of 10.16% across our bargaining unit – see Appendix A in this summary for the increase that applies to your step starting in January.
 - We'll adopt a new wage scale that pays higher wages earlier in a nurse's career at Step 25 – giving more nurses access to maximum pay, retirement matching, and cash-out benefits
- Starting with the first full pay period after January 1, 2027, all nurses' hourly base wages will increase by **another 4%**.
- Starting with the first full pay period after January 1, 2028, all nurses' hourly base wages will increase by **another 4%**.

Flip to the end of this TA summary to see what your wage rates will be under the new contract and how much your pay will go up between now and December 2028.

Premium Pay, Wages, and Insurance Premium Payments:

- **Night shift differential will now use a percentage-based model**, a huge win that will help us keep night shift fully staffed with nurses of all experience levels. Starting in January, nurses will earn **a premium rate equal to 12% of their base pay for all hours worked on night shift**.
- Nurses who work 0.9 FTE or more will now earn **double time for their entire shift** when they work on their day off.
- **All regularly scheduled part-time nurses – regardless of their FTE – now qualify for 1.5x pay when they work on their day off** and work the rest of their regularly scheduled shifts. This is a huge increase from our previous language, which only entitled nurses working 0.9 FTE to this premium.
- Standby/call differential will increase to **\$5.00/hour – a \$.50/hour increase**.
- Nurses who hold a BSN or equivalent degree will now earn a **\$2.00/hour premium, a \$1.00/hour increase**.
- Nurses who hold a MSN or equivalent degree will now earn **\$3.00/hour premium, a \$1.00/hour increase**.

- Nurses who hold a recognized certification and a BSN or MSN can now combine their certification premium pay with their degree premium pay, giving nurses the opportunity to earn **up to \$2.00/hour** on top of their degree premium pay.
- Preceptors will now earn a **\$2.00/hour premium, a \$.50/hour increase**.
- Nurses will now earn **\$4.00/hour** for time spent floating to another unit, a **\$1.00/hour increase**.
- Charge Nurses will now earn a **\$3.50/hour premium, a \$.50/hour increase**.
- Nurses can now qualify for rest between shifts premiums when they pick up an extra shift and management approves its addition to their schedule.
- Night shift nurses will earn double time for all hours worked on a holiday, increasing their total compensation when they work the night before a holiday begins and the night of the holiday.
- Nurses will be responsible for a smaller proportion of health insurance premiums moving forward. Starting in January, management will continue to pay 100% of the total premium for employee-only coverage under PEBB's core plan, but it will **increase its payments to cover 85% of the total premium** for employee-plus-child or employee-plus-spouse coverage under PEBB's core plan, **and 77% of the total premium** for family coverage under PEBB's core plan for nurses working 0.75 FTE or more. For nurses working 0.5-0.74 FTE, **management will increase its premium payments to cover to 90% of the total premium** for employee-only coverage under PEBB's core plan, **70% of the total premium** for employee-plus-child or employee-plus-spouse coverage under PEBB's core plan, **and 65% of the total premium** for family coverage under PEBB's core plan. For nurses who elect a different PEBB plan, management will cover premiums up to the cost of the core plan.

Updated pay and scheduling language for per diems that ensure the hospital is fully staffed for every shift:

- Annual step increases for **every nurse in our bargaining unit**, regardless of FTE or per diem status. This is a **huge win for nurses working less than 0.5 FTE and per diem nurses**, who previously had to wait two years to earn a step increase on our pay scale.
- Starting in January, per diem nurses will need to work at least 48 hours every three scheduling periods (i.e., every twelve weeks) to maintain employee status. Hours worked on scheduled call and low census hours will count toward this minimum hours requirement.
- Per diems whose units are open over the weekend will need to work at least two weekend shifts every three scheduling periods (i.e., every twelve weeks) to maintain employee status. Those shifts will count toward their minimum hours requirements.
- Per diem nurses will be allowed **up to three months of temporary unavailability each year**. To use this benefit, per diems should submit a written request to their manager by the date a vacation request would have been due for the period they will be unavailable.
- Management will be able to schedule per diems for up to 12 hours of scheduled call each scheduling period, but nurses can agree to work more scheduled call if they wish.

More access to paid time off on our terms:

- Management agreed to move 16 hours' worth of paid time off accruals from our sick leave program to our vacation leave program. Because we can use vacation leave as sick leave – and cash it out – this puts **more time off in our banks and more money in our pockets**. This means a 0.9 FTE nurse will still earn **eighty hours of paid sick leave** each year, but they'll **also earn an additional 16 hours of vacation leave**.
- An **increased cap on vacation accruals**. Moving forward, nurses will be able to accrue up to 400 hours of vacation leave in their banks – **a 160-hour increase**. That gives us the option to plan for longer vacations in the future and to let our unused leave appreciate as we move up the pay scale over the years.
- Clearer rules for time off requests and approvals. Moving forward, nurses will need to submit requests for time off at least three months before each vacation time period, and **management will respond to those requests at least two months before the vacation period begins**. For example, vacation requests for time off between March 1 and May 31 will be due on December 1, and nurses will know whether their request was approved no later than January 1.
- Requests for time off submitted after the quarterly vacation request deadline will be **approved no later than the fourteenth day of the calendar month after the request was submitted**. For example, if a nurse submits a request for time off between March 1 and May 31 on December 10, they will know whether their request was approved no later than January 14.
- Nurses planning for major life events like weddings or graduations will be able to submit their request **up to a year in advance**.
- Moving forward, nurses can take time off to take care of **additional family members**, including any individual who lives in their home or any individual who depends on the nurse for care. We think this will better **respect nurses' vital role in families of all shapes and sizes**.
- Nurses will be permitted to convert unused sick leave to vacation hours sooner; moving forward, all **hours over 360 in a nurse's sick leave bank may be converted to vacation leave on a 2-to-1 basis**. This will give nurses more access to vacation, especially now that our vacation accrual bank has a higher cap.
- We clarified the protections that apply when nurses use paid sick leave. Nurses won't be disciplined for using sick leave for reasons protected by state law, but management will be able to use coaching or discipline if a nurse is excessively absent because they're using sick leave for unprotected reasons. **We believe these rules were already status quo**, but management requested that we add more concrete language to our contract.

Stronger protections for time worked on call:

- All nurses – including Home Health and Hospice Nurses – who accept phone calls related to patient care while off the clock will be paid their **regular rate of pay for all time spent responding to phone calls, regardless of how long the call lasts** and including all time spent charting, following up, and coordinating care as a result of the call. This time will count toward nurses hours worked for the purposes of calculating weekly overtime. Nurses will be paid for at least fifteen minutes under this new section of our contract.
- Home Health and Hospice Nurses will no longer need to distinguish “short” phone calls from calls lasting longer than fifteen minutes. Instead, **nurses will be paid at their regular rate for at least**

fifteen minutes when they receive a call and **paid at the callback rate** if they need to report to work or perform a visit in person.

A new clinical ladder program and More resources and funding for nurses pursuing professional development opportunities and a clinical ladder:

- A new, **standalone Clinical Practice Committee** tasked with reviewing and recommending continuing education opportunities, promoting continuing education and advanced degree programs, notifying staff about resources and scholarships for ongoing development, developing plans for implementing and updated clinical practice standards.
- **Paid time** for at least seven nurses – one from each major unit – to sit on the Clinical Practice Committee for monthly meetings and approved Committee business.
- A commitment to use this new Committee to develop and implement a **clinical nursing ladder program for our full bargaining unit over the course of our 2026-28 contract term**. After getting the program off the ground, the Committee will be responsible for maintaining it and updating it as needed on an ongoing basis.
- A minimum **\$20,000 annual budget for the Committee to use as it sees fit**, giving us the resources we need to bring continuing education programs to KVH and to fund nurses' efforts to continue their professional development.

Easier access to information and a seat at the table:

- An agreement to make it even easier for KVH RNs to **build their political power statewide** by helping to elect pro-nurse candidates to Washington's legislature. Starting 60 days after ratification, you can opt in to make voluntary contributions to WSNA's PAC using an automatic payroll deduction, just like how you pay your dues.
- Language that permits local unit officers to meet with new hires during orientation on paid time, **ensuring experienced nurses get the opportunity to share information about our union** with their new coworkers without losing pay.
- **Guaranteed access to a union bulletin board** in each unit's break room, making it easier for nurses to stay up-to-date on their rights and how to get in touch with their WSNA representatives.
- **Pay for time** spent working on Hospital Staffing Committee-approved business.
- Clearer protections of **our right to bargain over staffing plans** as part of the Hospital Staffing Committee.

For all the reasons above – including the gains we've made, the competitive advantages we've preserved, and the tone this contract sets for the years ahead – **your bargaining team enthusiastically recommends a YES vote.**

Questions about the TA and how it impacts you? Join us online for virtual office hours on Wednesday, December 17 from 0700 to 0900, and Monday, December 22, from 0700 to 0900.

Keep an eye on your personal email account at 2000 on Sunday, December 21, for a link to your private electronic ballot. Please cast your ballot by 2000 on Monday, December 22, to vote.

APPENDIX A

	Kittitas Valley Healthcare		Effective 1/1/26	First year increase, %	% increase between steps	Effective 1/1/27	Effective 1/1/28	3-year cumulative increase per step	3-year cumulative increase per nurse w/ steps
	Current Rates			Average:		Increase:	Increase:	Average:	Average:
				10.16%		4.00%	4.00%	19.15%	25.54%
Base	\$41.39	% between steps	\$44.70	8.00%		\$ 46.49	\$ 48.35	16.81%	33.30%
1	\$42.81	3.43%	\$46.71	9.12%	4.50%	\$ 48.58	\$ 50.52	18.02%	34.04%
2	\$44.20	3.25%	\$48.81	10.44%	4.50%	\$ 50.77	\$ 52.80	19.45%	35.01%
3	\$45.62	3.21%	\$51.01	11.82%	4.50%	\$ 53.05	\$ 55.17	20.94%	33.43%
4	\$47.04	3.11%	\$53.05	12.78%	4.00%	\$ 55.17	\$ 57.38	21.98%	31.99%
5	\$48.41	2.91%	\$55.17	13.97%	4.00%	\$ 57.38	\$ 59.68	23.27%	30.82%
6	\$49.82	2.91%	\$56.28	12.96%	2.00%	\$ 58.53	\$ 60.87	22.18%	29.66%
7	\$51.23	2.83%	\$57.40	12.05%	2.00%	\$ 59.70	\$ 62.09	21.19%	28.61%
8	\$52.60	2.67%	\$58.55	11.31%	2.00%	\$ 60.89	\$ 63.33	20.40%	27.77%
9	\$54.03	2.72%	\$59.72	10.54%	2.00%	\$ 62.11	\$ 64.60	19.55%	26.87%
10	\$55.40	2.54%	\$60.92	9.96%	2.00%	\$ 63.35	\$ 65.89	18.93%	26.21%
11	\$56.80	2.53%	\$62.13	9.39%	2.00%	\$ 64.62	\$ 67.21	18.32%	25.56%
12	\$58.22	2.50%	\$63.38	8.86%	2.00%	\$ 65.91	\$ 68.55	17.74%	24.95%
13	\$59.58	2.34%	\$64.65	8.50%	2.00%	\$ 67.23	\$ 69.92	17.36%	24.54%
14	\$60.97	2.33%	\$65.94	8.15%	2.00%	\$ 68.58	\$ 71.32	16.97%	24.13%
15	\$62.35	2.26%	\$67.26	7.87%	2.00%	\$ 69.95	\$ 72.74	16.67%	23.81%
16	\$63.76	2.26%	\$68.60	7.59%	2.00%	\$ 71.35	\$ 74.20	16.37%	23.50%
17	\$64.50	1.16%	\$69.97	8.49%	2.00%	\$ 72.77	\$ 75.68	17.34%	23.91%
18	\$65.22	1.12%	\$71.37	9.43%	2.00%	\$ 74.23	\$ 77.20	18.36%	24.38%
19	\$65.90	1.04%	\$72.80	10.47%	2.00%	\$ 75.71	\$ 78.74	19.49%	24.94%
20	\$66.56	1.00%	\$73.89	11.02%	1.50%	\$ 76.85	\$ 79.92	20.08%	25.56%
21	\$67.37	1.22%	\$75.00	11.33%	1.50%	\$ 78.00	\$ 81.12	20.41%	25.91%
22	\$68.17	1.19%	\$76.13	11.67%	1.50%	\$ 79.17	\$ 82.34	20.78%	26.30%
23	\$68.99	1.20%	\$77.27	12.00%	1.50%	\$ 80.36	\$ 83.57	21.14%	24.80%
24	\$69.83	1.22%	\$78.43	12.31%	1.50%	\$ 81.56	\$ 84.83	21.48%	23.30%
25	\$70.66	1.19%	\$79.60	12.66%	1.50%	\$ 82.79	\$ 86.10	21.85%	21.85%
26	\$71.51	1.20%	\$79.60	11.32%	0.00%	\$ 82.79	\$ 86.10	20.40%	20.40%
27	\$72.37	1.20%	\$79.60	10.00%	0.00%	\$ 82.79	\$ 86.10	18.97%	18.97%
28	\$73.24	1.20%	\$79.60	8.69%	0.00%	\$ 82.79	\$ 86.10	17.56%	17.56%
29	\$74.11	1.19%	\$79.60	7.41%	0.00%	\$ 82.79	\$ 86.10	16.18%	16.18%
30	\$75.91	2.43%	\$79.60	4.87%	0.00%	\$ 82.79	\$ 86.10	13.42%	13.42%