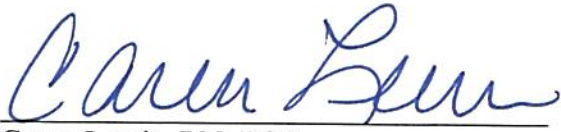


**Settlement Agreement**  
**WSNA/MultiCare**

This settlement agreement (“Agreement”) is made and entered into by and between MultiCare (“Hospital” or “Employer”) and the Washington State Nurses Association (“WSNA” or “Union”). The Employer and the Union are referred to collectively as the “Parties.”

The Parties hereby agree as follows to implement the following agreement at Tacoma General Hospital and Mary Bridge NICU:

1. The Employer will not challenge the bargaining unit status of any nurse in the bargaining unit who performs the charge nurse assignment on the grounds they are a supervisor under the NLRA;
2. The Employer shall comply with the state submitted staffing plan;
3. Effective 9 months from settlement of the underlying grievance, when the charge nurse assignment is scheduled it will be offered first to a qualified bargaining unit nurse. The Employer will make good faith efforts to ensure that an adequate number of bargaining unit nurses are trained to perform the charge nurse role. In the event that operational or clinical circumstances require additional support to maintain safe, effective care and unit operations, leadership nurses (including Clinical Assistant Nurse Managers) may perform the duties that would otherwise be delegated to a charge nurse, with available and qualified travelers and agency nurses performing those duties as a last resort. If a charge-trained bargaining unit nurse becomes available and willing to perform the charge nurse role, the Employer will make reasonable efforts within its discretion regarding overtime, premium, incentive rates of pay, and staff competencies to replace the leadership RN, agency nurse, or traveler nurse on the floor and the bargaining unit nurse will take over the charge nurse work;
4. Upon execution of this agreement, the Union agrees to withdraw:
  - a. Grievance No. 243-2026-03 at Tacoma General;
  - b. WSNA/Tacoma General Unit Clarification Petition Case No. 19-UC-387183;
  - c. WSNA/Mary Bridge NICU Unfair Labor Practice Case No. 19-CA-373806; and
  - d. WSNA/Mary Bridge NICU Unit Clarification Petition Case No. 19-UC-387184;and
5. The Parties agree compliance with this settlement is subject to the grievance and arbitration procedure under the Parties’ collective bargaining agreements.



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Caren Lewis, RN, BSN  
MultiCare Chief Nursing Officer



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Jared Richardson, MN, RN  
WSNA Nurse Representative

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Ryan Silva, BSN, RN  
WSNA Nurse Representative