

MEMORANDUM OF UNDERSTANDING
Case Manager Accretion

1. The parties agree the bargained updates to this contract are effective the fourth full payroll period following ratification of this accretion. The Employer shall provide Case Managers with a ratification bonus of one thousand dollars (\$1,000), prorated to their FTE.
2. Unless otherwise specified in the proposals or excluded Articles list below, all references to “nurses” or “employees” through the existing contract include Case Managers (for example: Article 6.3.1 Discipline and Discharge). In contrast, unless otherwise specified, “staff nurses” refers to bedside RNs delivering patient care under Article 5.4 and does not include Case Managers.
3. Seniority:
 - a. For purposes of layoff, the parties agree that the status quo layoff (re-bid and reallocation process) is done per each department – Case Management is its own department for these purposes.
 - b. Case Management employed as-of the date of ratification shall have their seniority retroactively reflect their length of service as defined in Article 7.1.8.

The following amendments to the existing contract language shall be implemented at the parties’ next successorship negotiations:

Article 1 – Recognition

The Employer recognizes the Union as the exclusive collective bargaining representative for all full-time, part-time, and per diem staff nurses working in the Mary Bridge Neonatal Intensive Care Unit (hereinafter referred to as the NICU), including lactation consultants, and all full-time, part-time, and per diem RN Case Managers working in Mary Bridge Hospital, excluding supervisory and managerial employees, employees assigned to Nursing Administration and all other employees.

Article 5 – Definitions

5.15 RN Case Manager. Bargaining unit registered nurse who coordinates patient care from admission to discharge to ensure quality, cost effective, and timely treatment.

Article 6 – Employment Practices

6.7 Job Posting. Once the Employer has decided to fill a position, it shall be posted no later than two weeks in designated areas in each nursing unit and on the internal applicant portal of the web-based employment application system at least ten (10) days in advance of filling a position in order to afford presently employed nurses the first opportunity to apply. Seniority shall be the determining factor in filling such vacancy provided skill, competence, ability, and prior job performance are considered equal in the opinion of the Employer based on specific documentation and evaluations. Intra-unit transfers (including changes in shift and/or FTE) will be given priority over other applicants for the posted position subject to the above stated conditions. In the case of RN Case Manager open positions, per diem RN Case Managers’ length of service will be considered against a staff RN’s seniority. To be considered for a job opening, a nurse must indicate such interest to the Employer by applying through the web-based employment application system. Nurses denied a posted position will be notified of the reason in writing. Intra-unit transfers (including changes in shift and/or FTE) will be given priority over other applicants for the posted position subject to the above stated conditions. Subject to patient

care considerations, the Employer will transfer nurses within thirty (30) days from the date of selection. If a transfer does not occur within thirty (30) days, upon request of the Union, the Hospital shall provide a written reason for the delay.

Article 7 – Seniority

7.1 Seniority Defined. Seniority shall mean a nurse’s continuous length of service as a registered nurse working in this bargaining unit from the most recent date of hire as a full time or part time bargaining unit employee. Seniority shall not apply to a nurse until the completion of the required probationary period. Upon satisfactory completion of this probationary period, the nurse shall be credited with seniority from the most recent date of hire as a full-time or part-time bargaining unit employee. Per diem nurses will not accrue seniority; however, a per diem nurse’s length of service with the Employer will be determinative as amongst other NICU per diem nurses for purposes of bidding on an FTE position in the NICU provided skill, competence, ability, and prior job performance are considered equal in the opinion of the Employer based on specific documentation and evaluations.

7.1.8 RN Case Managers. Seniority shall mean the nurse’s continuous length of service as a full-time or part-time registered nurse in the Mary Bridge NICU or as an RN Case Manager at Mary Bridge, whichever is greater.

Article 9 – Compensation

9.3 Recognition for Past Experience – New Hires. Staff nNurses hired during the term of this Agreement shall be given full credit for continuous recent nursing experience when placed on the wage scale. Recent continuous experience shall be defined as clinical nursing experience in an accredited hospital, ambulatory care setting, home health agency or equivalent experience acceptable to the Employer without a break in experience as a registered nurse which would reduce the level of nursing skills in the opinion of the Employer.

RN Case Managers shall be placed on the wage scale in Article 9.1.2 on the step which corresponds to full credit for recent continuous experience. Recent continuous experience shall be defined as clinical or Case Management nursing experience in an accredited hospital, ambulatory care setting, home health agency, or equivalent experience acceptable to the Employer, without a break in experience as a registered nurse which would reduce the level of nursing or skills in the opinion of the Employer.

9.3.1 Nurses hired with continuous recent experience as a Licensed Practical Nurse at an accredited hospital or a facility that provides an equivalent level of care shall have such experience credited at a rate of one (1) year of service credit for each two (2) years of LPN experience.

9.3.2 A bargaining unit RN transferring from the Mary Bridge NICU to Case Management shall not receive a decrease in step placement.

Article 11 – PTO/EIT

11.1 Accrual. Full and regular part-time benefited nurses shall receive Paid Time Off (PTO) and Extended Illness/Injury Time (EIT) based upon hours paid (up to 2080 per year) in accordance with the following schedules:

Years of Service	Total PTO and PTO-WS Sick	Annual PTO	PTO Accrual per hour	PTO Bank Maximum	PTO-WS Sick Accrual per hour	Annual Maximum PTO-WS Sick*	Annual EIT	Accrual per hour
0-4	200	148	.0712	348	.025	52	48	.0231
5-9	240	188	.0904	428	.025	52	48	.0231
10-19	280	228	.1097	508	.025	52	48	.0231
20+	320	268	.1289	588	.025	52	48	.0231

* Maximum annual carry-over (see Article 11.3.5)

Newly represented Case Manager RNs shall begin accruing PTO/EIT and WS Sick at the rates outlined in this Article 11 commensurate their years of service at MultiCare. Employees shall maintain the balance of any previously accrued Paid Time Off, Sick Leave, or Extended Illness Time as earned prior to the date of ratification of the Case Manager accretion.

11.9 Scheduling. All PTO must be scheduled in advance in accordance with Hospital policies and be approved by Supervision. The Employer shall have the right to schedule PTO in such a way as will least interfere with patient care and workload requirements of the Hospital. Patient care needs will take precedence over individual requests. Generally, PTO may not be taken in increments of less than the nurse's regular work-day. Under special circumstances and only when approved by supervision, partial days may be granted. Once a vacation has been approved it will not be cancelled absent an emergency. Case Managers shall not need to resubmit PTO requests for the 2026 calendar year. Any vacation scheduled after ratification of this accretion shall be done in accordance with Article 11.3 Access to PTO Accruals.

Step Placement and Acquisition to Scale

An experience form will be made available to employees by the Employer within seven (7) days following ratification of this accretion MOU. Employees will then be provided a fourteen (14) day window in which to return to the Employer their completed form. Prior to the implementation of the new wage scales, the Employer will evaluate these forms, in conjunction with documentation from the employee's date of hire, and place employees on the appropriate wage scale based upon continuous recent years of applicable experience. Recent continuous experience shall be defined as clinical or Case Management nursing experience in an accredited hospital, ambulatory care setting, home health agency, or equivalent experience acceptable to the Employer, without a break in experience as a registered nurse which would reduce the level of nursing or skills in the opinion of the Employer. The Employer will notify employees of their step placement prior to implementation of the new wage rates. Wage scales will be effective the fourth full pay period following ratification of this MOU.

If an employee disputes the Employer's placement, the employee may request a meeting with their leader and Human Resources to discuss the dispute within 30 days of notification of their placement. Following this meeting, Human Resources will respond to the employee's request within thirty (30) days, in writing, and such decision shall be final. Disputes under this Memorandum of Understanding will not be subject to the grievance process set forth in the Hospital's and the Union's Collective Bargaining Agreement. Any resultant change will be prospective only.

40-Hour Alternative Work Schedule Addendum

Employees who are interested in pursuing a more flexible work day or work week schedule may utilize the 40-hour alternate work week schedule as a means for providing this flexibility. Provided business needs are met, this alternate work schedule allows the employee to shorten one work day and lengthen another work day in the same work week without incurring overtime, provided the employee has not exceeded the forty (40) hours maximum for the week. If an employee is allowed to leave early, but ends up not being able to make up the missed time by the end of the work week, the missed hours would be considered unpaid time. If the employee stays late, but ends up not being able to flex their schedule and leave early during the rest of the work week, any additional hours would need to be recorded as overtime.

Work Schedule. A "40-hour" alternative work schedule employee shall refer to any employee who has voluntarily signed a 40-hour alternative work schedule agreement (PAR) and is regularly scheduled to work a flexible daily work schedule, generally forty (40) hours per week.

Work Week. The work week for an alternative work schedule is defined as forty (40) hours and begins 12:00am Sunday and ends the following Sunday at 12:00am., seven days subsequent.

Overtime. In accordance with the Federal Labor Standards Act (FLSA), all hours worked in excess of forty (40) in a week are paid as overtime. Any employee working a forty (40) hour alternative work schedule waives the right to double time (2x) pay for hours worked in excess of twelve (12) consecutive hours within a twenty-four (24) hour period, and the double time provisions of Section 8.4 of the collective bargaining agreement shall not apply.

Alternate Work Schedule Procedure. Employees who individually request and volunteer for an alternate work schedule shall sign a PAR agreeing to the provisions of this work schedule. Employees are not allowed to switch back and forth between work week schedules more often than once every six (6) months. After six (6) months, the Case Manager may elect to end the Alternate Work Schedule. The Manager must approve the request and forward the signed PAR to Human Potential for coordination of the schedule with Payroll. Management reserves the right to withdraw this agreement upon a reasonable finding that a Case Manager abused the terms of the agreement.

Rest Between Shifts. Section 10.9 of the collective bargaining agreement shall not apply to this forty (40) hour alternative schedule.

Side Letter
CBA Clean-Up

The parties agree that the 2026-2029 CBA should reflect these edits from this year's successorship negotiations.

- Changing 2026-2028 to "2026-2029" on title pages, headers, and footers.
- Removing (d) from 6.10 Floating.

Signed this ____ day of _____, 2026

Chad Robinson
Labor & Employee Relations Manager

Jared Richardson, RN
WSNA Nurse Representative

Crystal Anderson, RN NICU
WSNA Co-Chair

Michele Christiansen, RN NICU
WSNA Treasurer

Michelle Olstad, RN Case Management

Susan Young, RN Case Management