

WSNA-MARY BRIDGE NEGOTIATIONS

- Wages
 - 2026: 4% + \$2.25 – an average of more than 7.5% in year 1
 - 2027: 3.75%
 - 2028: 3.5%
 - With compounding, an average of 15.46% over the life of the contract, not including step increases
- Staffing
 - Staffing will be based on patient acuity and in alignment with AWHONN, NANN, and AAP guidelines (Art. 16.5)
 - NICU staffing plans must be approved by NICU staffing committee representatives (Art. 16.5)
 - Restrictions on using break buddies (Art. 16.6)
 - Staffing levels that allow for breaks, use of PTO, adherence to staffing plans, avoiding assigning Charge RNs to patient care duties. (Art. 16.6)
 - Guarantee of off-duty meal periods, or paid meal periods if subject to recall. (Art. 8.5)
 - The Employer will work to improve the process for documenting interrupted breaks (Art. 8.5)
 - Language preventing management from assigning DELS Nurse a dedicated patient care assignment except in exigent circumstances (Art. 5.X)
- Floating protections:
 - The NICU will operate as a closed unit (Art. 6.5)
- Increased pay protections:
 - Night shift premium increased to \$5.75 – industry leading (Art. 10.1)
 - Increase Charge RN Premium by \$0.25 to \$3.50/hour (Art. 10.5)
 - 2-hour minimum pay for required in-services and meetings (Art. 6.6)
 - Attendance at required meetings will count as interrupting rest for RBS purposes (Art. 10.10)
 - Call back pay will be awarded “after being put on standby status,” even if standby shift hasn’t started yet. (Art. 10.3)
 - Credit for LPN experience no longer limited to MultiCare, no longer capped at 3 years (Art. 9.3.1)
 - Nurses with International or LPN experience who were not placed at the appropriate step upon hire will have a 30-day window to apply to be re-stepped (MOU)
 - \$7/hour for standby over 40 hours/pay period
 - Preceptor pay increased from \$2 to \$2.25 (Art. 10.8)
 - Incentive pay will be offered as a \$/hour, not as a multiplier, so that it will no longer cancel out OT (Inc. Pay LOU)
 - New \$2/hour DELS RN premium
- Disciplinary/Performance issues:
 - PGIs won’t be used for progressive discipline, internal transfer, or economic consequences after one year (Art. 6.7.2)

- Negative evaluations preventing an RN from participating in economic benefit or growth opportunities will come with specific feedback related to improvement opportunities. (Art. 6.9)
- Documenting meal and rest breaks will not be considered in evaluations (Art. 6.9)
- Misc. rights:
 - Increase job posting period from 7 to 10 days (Art. 6.8)
 - Protections for military employees and spouses (Art. 6.1)
 - Language guaranteeing existing RNs won't be required to obtain BSN (Art. 10.7)
 - New provision bridging seniority for up to 6 months. (Art. 7.1.3)
 - Three weeks report time when recalled from layoff (up from 2) (Art. 7.4.3)
 - The Employer will designate free parking for employees. (Art. 6.11)
 - Access to bereavement for miscarriage/stillborn child (Art. 12.6)
 - Improvements to low census order (travelers sent home sooner, employer must try to move system floats before low censusing NICU RNs) (Art. 7.7)
 - No nurse can be required to work a partial shift for the purpose of relieving another nurse for a voluntary low census day (Art. 7.7)
 - Return to previous "extra shift" scheduling language that provides more certainty for nurses who sign up for an extra shift that they won't be cancelled if management can find a cheaper option (Art. 8.9.1)
 - New workplace violence prevention language (Art. 16.2.1)
- Stronger union rights
 - Strengthened union's role in filing grievances (Art. 14.1)
 - Protected right to engage in sympathy strikes (Art. 15.1)
 - Ability to engage in hand-billing mid-contract (Art. 15.1)
 - PAC Deductions (Art. 3.1)
 - Personal email on roster + contact info as part of orientation information (Art. 4.4.1 & 4.5)
 - WSNA-specific conference committee (Art. 16.4)

| | Year 1 | Year 2 | Year 3 |
|---------|-----------|----------|----------|
| | 4% + 2.25 | 3.75% | 3.50% |
| Base | \$ 48.15 | \$ 49.96 | \$ 51.71 |
| Step 1 | \$ 50.09 | \$ 51.97 | \$ 53.79 |
| Step 2 | \$ 52.13 | \$ 54.08 | \$ 55.97 |
| Step 3 | \$ 54.25 | \$ 56.28 | \$ 58.25 |
| Step 4 | \$ 56.19 | \$ 58.30 | \$ 60.34 |
| Step 5 | \$ 58.22 | \$ 60.40 | \$ 62.51 |
| Step 6 | \$ 60.32 | \$ 62.58 | \$ 64.77 |
| Step 7 | \$ 62.21 | \$ 64.54 | \$ 66.80 |
| Step 8 | \$ 64.15 | \$ 66.56 | \$ 68.89 |
| Step 9 | \$ 66.17 | \$ 68.65 | \$ 71.05 |
| Step 10 | \$ 68.08 | \$ 70.63 | \$ 73.10 |

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| Step 11 | \$ 70.06 | \$ 72.69 | \$ 75.23 |
| Step 12 | \$ 72.10 | \$ 74.80 | \$ 77.42 |
| Step 13 | \$ 73.49 | \$ 76.25 | \$ 78.92 |
| Step 14 | \$ 74.91 | \$ 77.72 | \$ 80.44 |
| Step 15 | \$ 76.37 | \$ 79.23 | \$ 82.00 |
| Step 16 | \$ 77.85 | \$ 80.77 | \$ 83.60 |
| Step 17 | \$ 79.37 | \$ 82.35 | \$ 85.23 |
| Step 18 | \$ 80.91 | \$ 83.94 | \$ 86.88 |
| Step 19 | \$ 82.48 | \$ 85.57 | \$ 88.56 |
| Step 20 | \$ 84.09 | \$ 87.24 | \$ 90.29 |
| Step 21 | \$ 85.72 | \$ 88.93 | \$ 92.04 |
| Step 22 | \$ 87.38 | \$ 90.66 | \$ 93.83 |
| Step 23 | \$ 89.09 | \$ 92.43 | \$ 95.67 |
| Step 24 | \$ 90.83 | \$ 94.24 | \$ 97.54 |