

## **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:
  - PG1s 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

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