

**UW Medicine/Northwest Hospital
Memorandum of Understanding Highlights**

Recently, Washington State Nurses Association (WSNA) gained recognition as the collective bargaining representative of the following registered nurse classifications: Clinical Coordinators, Lactation Program and SCN Coordinators, Nursing Shift Managers, Surgical Services Program Managers, Clinic Infusion Leads, Clinic Infusion Nurses, Clinic Nurse Lead, Clinic Nurses, Cardiac Rehab Nurses, Clinic Surgical Nurses, and Assistant Nurse Managers.

Your joint NWH-UWMC bargaining team sat down with management to negotiate the terms under which the 68 nurses in these classifications would be brought into your bargaining unit under your Agreement. We are happy to report a recommended Tentative Agreement.

HIGHLIGHTS

1. Agreement provides that NWH legally recognize all of these new nurses fall under the NWH-WSNA collective bargaining agreement, entitling them to all the rights and protections it contains.
2. Almost all nurses will receive an increase in pay, as well as access to the superior overtime terms, premium pay, and other favorable pay provisions under the Agreement immediately after ratification. No nurses will suffer a reduction in pay. Most nurses will receive meaningful wage increases. A few will receive more than 14%; they will receive the amount over 14% no later than July 1, 2020.
3. Nurses will be given until October 11 to provide additional evidence of past experience beyond what is in their current files in order to receive additional steps based on that experience.
4. Nurses will also receive the Retention Bonus, and if qualified, the Retirement bonus available to other NWH members under the UWMC-NWH-WSNA Transition Agreement.
5. Nurses shall be given full contract seniority based on the NWH Agreement.
6. Nurses will be moved from PTO/EIB to annual paid and sick leave. Existing banks of PAL and EIB will be converted. PAL hours may be converted to vacation on a 1:1 basis. EIB hours may be converted to sick leave on a 1:1 basis and/or cashed in at reduced rate. Details will be provided to nurses.
7. Nurses will now be covered by all the NWH Agreement provisions, including just cause, employee rights, and the opportunity for full participation in WSNA.

Your Bargaining Team Recommends a 'Yes' vote.

Welcome to our new WSNA Members!