

**WSNA UWMC-NORTHWEST CBA 2025-2027
Summary of Tentative Agreement**

Item	Tentative Agreement 8.20.25
General Wage Increase (Art. 8)	3% 2%
Wage Adjustment (MOU)	2% (1% on ratification; 1% July 1, 20206) 7% over entire contract Effective 1 st pay period after ratification (i.e. Sept.1)
Low Census Standby Premium	\$7 (Art.9.2)
On Call Premium	No change – \$7 (9.3)
Eliminate Ghost Steps	Eliminate all Nonmonetary steps
Add additional top step	RN 2 & 3 – additional top step for each
Night Shift Premium	\$5
Evening Shift Premium	\$3
Sunday Premium	\$3
STAT RN Premium	\$7 (4+3) (9.17)
Charge Nurse Premium	\$3
Preceptor Premium	\$2
Weekend Premium	No change
Float Pool Premium	No change

- **Premiums for Per Diems** – Nonpermanent RNs now eligible for following NEW premiums: Sunday Night Premium (\$3); Cross Entity Float (\$4); Clinical Advisory (\$1.50); STAT RN (\$4); Float Pool (\$5)
- **Comp Time** – RNs at Northwest can now opt to accrue and use comp time. Must be used or cashed out by every June 30. Art.7.8
- **Low Census** - Made sure travelers are low censused before FTE nurses. Notification for low census increased to 2 hours. (Art. 6.14.3)
- **Rest Between Shifts** – Preserved rest between shifts (Art.7.10), and increased from 24 to 48 hours the minimum rest both before and after a shift rotation occurs, when the start time changes by 10 or more hours (Art. 7.11)
- **Limits on Shift Rotation** – Changes in shift start time of more than 8 hours can only occur once per 28-day work schedule, a reduction from twice.
- **Meal/Rest Period Language** – updated to reflect new state law (RCW 49.12.187; 49.12.480(1)(d)(i)), including right to waive meal period for shifts less than 8 hours (MOU).

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- **Improved Donning/Doffing language** – clarifies that RNs will now have a 10 minute grace period to allow time for changing in/out of required scrubs, on paid time. Art. 7.12.
- **Creation of NW campus-specific workplace violence workgroup**
- **Suspended Operations** – When operations are suspended and prior notice has not been provided, nurses who are released after reporting for duty shall receive pay for their scheduled shift that day. RNs may also use sick leave if other paid leave is exhausted until facility reopens. Art.13.17
- **Sick Leave** – can use it for domestic violence situations, and during suspended operations if no paid leave available. Art. 16
- **Bereavement Leave** – expanded to 5 days, was 3; can use it if loss of pregnancy. Art.16.4