



Summary of Contract Tentative Agreement

April 1, 2026- March 31, 2028

Wages: Article 10

All nurses will be **on one pay scale**. Clinic nurses will be brought up to wage parity with hospital nurses and if you are a hospital nurse working in a clinic, your wages will not be decreased. This will increase wages between 6.4% and 22% the **first year** of the contract depending on your step.

- **2026:** \$1.00 market adjustment to base wage + 5% increase.
- **2027:** 3%
- **2028:** 3%
- With compounding, an average of 15% over the life of the contract, not including step increases.

Increased Premiums: Article 11

- **Night shift differential:** \$5.75. An increase from \$4.25
- **Charge nurse:** \$4.00. An increase from \$3.50
- **Stand-by and Call back pay:** \$4.50. An increase from \$3.75
- **Weekend Premium:** \$5.25. An increase from \$3.50
- **Cross training pay:** Nurses will now be paid \$1.50 for cross training and orienting a new nurse to Ocean Beach.
- **BSN/MSN Premium:** You can now receive \$2.00 pay if you have BSN/MSN. Increased from \$1.50.

Paid Time Off: Article 12

- **21-23 years:** 368 hours: An additional 30 hours of PTO
- **24 + years:** 384 hours: An additional 20 hours.
- **Paid bargaining time:** Nurses on the bargaining committee will be paid up to 24 hours by the employer. (4 total nurses) This is new language!

Holidays: Article 13

- **10 paid holidays.** An increase from 9. Veterans day will be added to the list of paid holidays.
- **Work on a holiday:** You will now get paid time and a half, plus up to 12 hours of holiday pay. If you work OT on a holiday you will be paid double time. If you are working the holiday or not working you may chose to be paid or banked as PTO.



Additional Protections for nurses.

- **Article 3.4** -Voluntary Political Action Committee deductions so your nursing rights and protections can be represented in Olympia.
- **Article 4-** During new employee onboarding, the nurse union steward or union representative will be able to speak about WSNA and your current union contract.
- **Article 6-** Non-discrimination based on gender identity or expression.
- **Article 7.10.1** Disciplinary notices shall cease to be in effect in your file after 12 months. Previously it was 24.
- **Article 8.9-** Additional protection for low census. A nurse low censused in a work week shall be the first to be offered an extra shift at regular rate of pay.

WHY VOTE YES?

This agreement reflects the strength of our unity and delivers real gains that impact our paychecks, schedules, and professional respect—now and into the future.