

CBA EXTENSION AGREEMENT

Seattle Children's Hospital ("Employer") and Washington State Nurses Association ("WSNA") hereby agree to extend until September 30, 2025 the Collective Bargaining Agreement ("CBA") between them that is currently set to expire on August 31, 2025. The parties agree to the following terms associated with the extension:

1. Except as provided otherwise below, all terms and conditions of the CBA will remain in full force and effect through September 30, 2025.
2. The parties agree to hold at least five (5) full-day bargaining sessions during the month of September. If both parties agree that it would be productive, they will invite the Federal Mediator to join the parties for all sessions that occur after September 18, 2025 and the parties will reach out to the mediator upon execution of this Agreement to initiate the process;
3. Provided the parties do not reach a complete tentative agreement by the conclusion of the scheduled bargaining session on September 8, 2025, the Employer agrees to a limited waiver of Article 18 thereafter to allow WSNA to conduct its planned informational picket on a date in September to be determined by WSNA provided it is noticed in compliance with applicable law with such notice being provided on or after September 8, 2025;
4. Provided the parties reach a complete tentative agreement by September 30, 2025 that is ultimately ratified by the bargaining unit without the issuance of any strike notice (excluding any notice pertaining to the informational picket in paragraph 3), the Employer will pay all bargaining unit nurses a ratification bonus payment. The amount of the ratification bonus will be based on all of the nurse's paid hours in the period from September 1, 2025 through the day before the effective date of the new contract. For all straight time hours worked during this period, nurses shall receive the applicable dollar wage increase for 2025 under new Article 8.1. For all overtime hours worked during this period, nurses shall receive 1.5 times the applicable dollar wage increase for 2025 under new Article 8.1. For all double-time hours worked during this period, nurses shall receive two times the applicable dollar wage increase for 2025 under new Article 8.1. Except as specified above, the ratification bonus will not reflect the wage increase on premiums or recalculation of any overtime or double-time earned during that time period. The ratification bonus will be made to nurses within two full pay periods following ratification. A nurse must be employed by the Employer as of the date of payment to receive the one-time payment.
5. Provided the parties reach a complete tentative agreement by September 30, 2025 that is ultimately ratified by the bargaining unit without the issuance of any strike notice (excluding any notice pertaining to the informational picket in paragraph 3), the Employer will pay the WSNA bargaining team nurses (not to exceed sixteen (16) designated nurses) the pay equal to their base pay for the number of hours they are regularly scheduled (up to 12) for each full day of attendance in bargaining (or, if the nurse is on parental leave the Employer will credit the annual leave bank of the nurse for the equivalent number of hours). This pay may be

classified as a bonus and shall not be considered hours worked for overtime or any other purpose. This payment will be made to the bargaining team nurses within one full pay period following ratification. A nurse must be employed by the Employer as of the date of payment to receive the one-time payment. Additionally, it is confirmed that a bargaining team nurse will be released for any day of bargaining and if not scheduled to work on any day of negotiation the nurse will be able to request release on an alternative date during the workweek without impact to the nurses FTE requirement or benefits.

For Washington State Nurses
Association

By: Laura S. Smith

Signature: [Signature]

Date: 8/29/25

For Seattle Children's Hospital

By: JAY SANDER

Signature: [Signature]

Date: 8-29-25