

## WSNA and Seattle Children's Hospital TA Ratification Summary

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Current as of 1/27/2026

### Ratification Summary

*Note - Contract through February 28, 2029, with retro wages to 9/1/25*

### **Core Economics**

#### **Wage Scale (Art. 8) -**

##### **By March of 2028:**

- 96% of nurses will see \$9.75 or higher
- Step 1 will increase more than 20%
- Steps 1-11 will increase an average of 17.6%
- The whole wage scale will increase average of 15%
- 79% of nurses will see 15% wage increases

##### **TA provides:**

- Variable wage increases in Year 1
  - o 96% of RNs receive between \$4.00 and \$8.25 raises on ratification
  - o 1.7% and 9.9% first year wage increases
- Year 2 (effective 3/1/27): Steps 1-11 @ \$3.25; Steps 12+ @ \$2.25
- Year 3 (effective 3/1/28): Steps 1-11 @ \$2.50; Steps 12+ @ \$2.00

### **Accelerated Scale**

Accelerated scale with no ghost steps means nurses earn more money faster.

- Current scale is 37 steps
- A nurse must work at SCH for 36 years to earn top step
- TA accelerates the wage scale to 31 steps - RNs reach top step **SIX YEARS FASTER**
- Current scale has 10 ghost steps (no raise one year to next)
- TA eliminates ghost steps - **ALL RNs see a wage increase EVERY YEAR**

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### Guaranteed Retro Pay

- Full retroactive Wages to 9/1/25
- Includes step increases
- Includes straight time, overtime, and double time pay (but not premiums or differentials)
- Nurses will receive their retro pay within two full pay periods following ratification, in the same manner that they receive wages (i.e., direct deposit), less taxes and withholdings.
- A nurse must be employed by the Employer as of the date of payment to receive this payment.

### Other Article 8 Gains

- Pay parity for Eastern WA nurses (previously earned 10% below scale)
- Per diem adjustment for years of RN licensure/SCH employment upon returning to FTE

### Premiums (Art. 9) –

- Increases in 8 premiums
- Relief Charge parity
- Guaranteed pay at appropriate rate of pay for Critical Care Transport Team when stuck out of town

Premium	Current CBA	TA
Night differential	\$5	\$5.75
Experienced Nurse Night Shift Differential	\$5.50	\$7 for RNs at Step 5 or above
Critical Care Transport	\$4	\$5
On Call pay	\$4.25	\$4.50

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On call 40 hrs+ in a week	\$5	\$6.50
Charge	\$3.25	\$3.50
Relief Charge	\$2.25	\$3.50
ECMO	\$3	\$4

### **Sick Leave (Art. 11)**

- 8% Increase in sick leave to .05 per hour paid (8 hours a year for 1.0 FTE)
- One-time deposit of sick leave into RN sick leave banks for ALL FULL-TIME and PART-TIME RNs
  - 12 hours for RNs with a total of .6 FTE or above
  - 8 hours for RNs with a total of .59 FTE or below
- New protected leaves and PFMLA supplementation improvements that will reduce strain on nurses' sick leave banks.
- Proof of illness after 3 "consecutive" rather than "required" work days

### **NEW Leaves (Art. 13)**

Four new protected leaves plus flexibility in use of leave accruals to extend health insurance coverage during birth of a child, health, and welcoming leave

- **NEW - On-the-job- Injury Leave**
  - Paid leave to the end of the shift if unable to return to work due to workplace safety and health incident
- **NEW – Workplace Violence Leave**
  - Up to 3 days of paid time off for workplace violence injuries with documented inability to return to work; no occurrence
- **NEW – Post-shift fatigue** – access to leave banks or unpaid leave without attendance occurrence if too fatigued due to 16+ hours or working call between consecutive shifts

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- **NEW – Death of a patient leave** - access to leave banks or unpaid leave for remainder of shift without attendance occurrence if assigned patient dies while on duty
- **PFML Supplementation Flexibility to Potentially Extend Medical Coverage.** At the start of their WA PFML, nurses may elect to supplement their leave with previously accrued sick leave and accrued annual leave. Upon exhausting their WA PFML, nurses who did not elect to supplement may elect to use their previously accrued sick leave and accrued annual leave during the remainder of their birth of a child, health, and welcoming leave. This may extend health coverage beyond that required by law.

### **Break Relief**

- No mandatory arbitration or class action waiver
- Preserves nurses' individual choice whether to waive breaks or not on a waiver form bargained with WSNA
- Revised breaks language to track updates in rest/meal break laws
- New break coverage protections:
  - o "The staffing of patient care units will be based on census, acuity, and the established staffing plans and in a manner designed to enable all nurses to be relieved from work for the meal and rest periods called for by this [CBA]."
  - o "The Employer shall ensure that there is sufficient break coverage to cover all bargaining unit nurses for all rest breaks and meal periods as required by law."
  - o Plan for break coverage at the start of each shift
- Non-retaliation language for taking and reporting missed breaks
- Staffing committee oversight into missed break trends

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## **New & Improved Contract Language**

### **Workplace Violence**

- Codifies 2 dedicated security personnel on the PBMU
- Much more robust language that requires SCH to provide a safe environment free from identifiable, preventable, recognized workplace hazards
- Acknowledges no RN should have to endure any act of workplace violence (WPV) or implied threats of WPV
- Prevention plan, security access protocols, new RN and ongoing training requirements, notices
- Response: system for responding to and investigating WPV incidents, WPV response team, prompt investigation of incidents, ability for RN to escalate if investigation was inadequate, debriefing, records maintenance
- Commitment to maintain WPV committee with at least half employees, 4 of which are RNs; paid time on committee
- Non-retaliation language

### **NEW Technology Protections**

- Tech should support provision of care while preserving RN's exercise of clinical judgment
- Tech used to complement not diminish RN skills, judgment, decision-making
- Tech will not identify self as a nurse; no RN credentialing used by tech to attest to services
- SCH must train on tech, and that time is paid
- No discipline for raising concerns about failing tech
- SCH must involve Nursing Clinical Quality Council for new tech; Conference Committee may provide input

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### Union protections

- Expanded rights of nurses to support other labor unions and protest
  - o No strike clause limited to the Employer
- Union orientation time to 30 minutes from 20.
- Recognition of bargaining unit to include Eastern Washington RNs, Case Managers, Utilization Management RNs, and Care Manager RNs and provides a process for recognizing RNs at new locations and new RN positions as covered by the CBA
- Pay for bargaining team's time at up to 24 bargaining sessions

### Racial Justice and DEI

- Preserved CBA language that racism has no place at Seattle Children's Hospital.
- Expanded preamble language consistent with ANA code of ethics
- Expanded commitment to NOT discriminate on the basis of ANY protected characteristic
- No mandatory arbitration and class action waiver for any claims, including harassment, discrimination, hostile work environment

### Other Protections/Gains

- Per diems (Art 4)
  - o Eligible for holiday premium pay
  - o Previously accrued seniority shall be considered when applies for FT/PT
- Seniority (Art. 6)
  - o Seniority restored for RN who voluntarily separates for <1 year
  - o Notice of recall response timeline increased to 14 from 7 days
- Low census (Art. 6)
  - o Improved low census order to prioritize bargaining unit nurses over travelers

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- UBSC can request meeting to address sustained low census after 6 weeks, down from 8
- Capped mandatory low census hours to 72 hours per quarter per employee
- Schedules
  - All schedules other than all 8s require RN's agreement. This includes consent to the number of shifts of a specified length within a specified FTE.
  - Changes to an RN's schedule require mutual consent.
  - Consolidates all scheduling provisions into Article 7.
  - Clarified/streamlined language for combination and ambulatory schedules that preserves existing overtime and double time protections
  - Innovative schedules
    - UBSC involvement in creation of innovative work schedules
    - Increase to 42 days' notice from 28 when reverting to prior schedule
  - Eliminated requirement that overtime/double-time is contingent on a nurse working the remainder of their shifts that pay period.
- Stronger, clearer committee language (Art. 14)
  - Enforceable commitments to HSC, DSCs, and UBSCs
  - Access to data
  - Establishment of Division Staffing Committees
  - Standard agenda items
  - WSNA local unit officers can attend as observers
- UBSC determines method for RNs to ask for additional hours (Art 6.8)
- Effective means (e.g., phone/voicemail) for report pay calls (Art. 7.9)
- Floating – Moved to independent article
  - SCH will not float RN to charge RN assignments without mutual consent

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- Ambulatory nurses will not be assigned outside clinical grouping unless they volunteer
- Pay for nurses from start of scheduled shift if RN assigned to work at a different campus with <4 hours' notice and RN arrives to work site after shift start time
- Employment Practices (Art. 5)
  - No loss of annual leave if fail to give 21 days' notice of resignation if circumstances outside nurse's control prohibit notice
  - Personnel file provided in accordance with the law.
  - Nurse evaluations will include peer evaluation component with peers selected at least in part by nurse
  - Notice of rationale for non-selection of job where seniority not deciding factor
  - Improved process for changes to FTE
- MOU for newly-added Case Managers to come under the contract and bargain terms unique to them
- Mentor-mentee meeting provisions

### Successfully Fought Off Anti-Union and Anti-Nurse Proposals and Takeaways

- Preserved employer-paid medical (Art. 11)
- Protected nurses' right to strike after contract expiration (Art. 20)
- Rejected attempt by SCH to make it easier to lay off nurses (Art. 6)
- Rejected proposal that CBA operates as a waiver of meal breaks unless waiver is revoked by nurse (Art 7)
- Rejected proposal for mandatory arbitration and class waiver for employment claims; preserved nurses' ability to go to court if SCH violates the law (Art 5)
- Rejected proposal for class action waiver and mandatory arbitration for breaks claims specifically (Art. 7)
- Preserved union security (Art. 2)

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- Preserved dues checkoff (Art. 2)
- Rejected 24-hour notice for Nurse Rep access (Art. 3)
- Rejected loophole language to undermine progressive discipline (Art 5)
- Preserved nurses' ability to remove discipline from file after 2 years (Art. 5)
- Preserved parking for nurses with 25+ years (Art 5)
- Rejected limitation of weekend premium to only weekends "required to work" (Art. 7)
- Preserved rest between shift pay for committee participation (Art. 7)
- Preserved No Pay Protection MOU
- Preserved Kienast MOU
- Rejected rolling 12-month period for leaves or limit overlapping leaves
- Rejected attempts to control # of Union reps and their responsibilities