

## **TENTATIVE AGREEMENT**

Seattle Children's Hospital and Washington State Nurses Association  
(Part of Mediated Package Tentative Agreement on Articles 1, 2, 7, 8, 9, 11, 13, Floating, and Side  
Letters re: Case Managers, Ratification)

### **SIDE LETTER – CASE MANAGERS**

Seattle Children's Hospital ("Hospital" or "Employer") and Washington State Nurses Association ("WSNA" or "Union") agree as follows:

1. The parties agree that all terms and conditions of the successor collective bargaining agreement (CBA) shall apply to the Case Managers, Utilization Management RNs, and Care Manager RNs employed by the Employer in its Case Management Department (collectively the "WSNA Case Managers") except for the following (unless later agreed by the parties that the terms do apply):
  - Article 6 – layoff (nursing unit)
  - Article 7 – overtime exempt status, schedules, weekend work
  - Article 8 – compensation issues (salary v. wage scale)
  - Article 9 – other compensation (differentials, etc.)
  - Preserving remote work
  - Transition plan for converting any existing benefit or leave accruals
  - Professional governance and staffing issues
2. The Employer shall maintain the status quo regarding unit, compensation, overtime exempt status, schedules, weekend work, and remote work for the registered nurses in these classifications pending the completion of bargaining in accordance with the processes below.
3. The parties shall meet within thirty (30) calendar days from the date of ratification of the CBA to commence negotiations regarding the above topics for the Case Managers, Utilization Management RNs, and Care Manager RNs employed by the Employer in its Case Management Department. The parties shall aim to complete bargaining on these topics within ninety (90) calendar days from the date of ratification. The parties agree to engage the assistance of an FMCS mediator for a minimum of thirty (30) days prior to declaring impasse.
4. In the event the parties reach overall impasse on the topics identified in paragraph 1, the parties agree the Hospital may implement its final proposals on mandatory subjects of bargaining. However, in no case shall such implementation result in a reduction of Case Manager compensation or benefits, or elimination or diminishment of other terms and conditions related to any of the topics identified in paragraph 1. Additionally, in the event the parties reach impasse on any topics identified in paragraph 1, notwithstanding the provisions of Article 18 – Uninterrupted Patient Care, the WSNA Case Managers may engage in any concerted activity otherwise protected by the National Labor Relations Act. This limited exception to Article 18 shall only apply to the WSNA Case Managers and not any other nurses.

This Agreement shall be enforceable via the grievance arbitration procedures of the parties' collective bargaining agreement.

### **Tentative Agreement**

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For the Hospital

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For the Union

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Date

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Date