

Seattle Children’s Hospital & Washington State Nurses Association
Tentative Agreement for Case Management Memorandum of Understanding

**MEMORANDUM OF UNDERSTANDING
CASE MANAGER INTEGRATION**

This Memorandum of Understanding is entered into by and between SEATTLE CHILDREN’S HOSPITAL (“Employer”) and WASHINGTON STATE NURSES ASSOCIATION (“Union”) (collectively, the “Parties”).

This MOU was negotiated pursuant to the terms of the Side Letter – Case Managers (“Side Letter”) to the 2026-2029 successor collective bargaining agreement (“CBA”) between the Parties. This MOU applies to the Case Manager RNs, Utilization Management RNs, and Care Manager RNs employed by the Employer in its Case Management Department (collectively, the “WSNA Case Managers”).

This MOU is subject to ratification by the bargaining unit.

In accordance with the Side Letter, all terms and conditions of the CBA shall apply to the WSNA Case Managers except as expressly provided in this MOU.

1. Article 6: Seniority:

1.1 Seniority Definition. Seniority for full-time or part-time WSNA Case Managers employed by the Employer on the date of ratification shall be based on the WSNA Case Manager’s Continuous Service Date, which is inclusive of the WSNA Case Manager’s service as a registered nurse in the bargaining unit and/or as a Case Manager, Utilization Management RN, and/or Care Manager RN employed by the Employer in its Case Management Department. Below is the agreed upon Seniority/Continuous Service Dates for each WSNA Case Manager employed by the Employer on the date of ratification:

Legal First Name	Last Initial	Continuous Service Date
Lisa	T.	6/22/1983
Ginger	N.	6/17/1987
Ana	P.	9/5/2000
Sophia	T.	2/9/2001
Emily	J.	8/13/2007
Christine	D.R.	9/10/2007
Erin	M.	12/13/2010
Keun Young	C.	11/3/2014
Rebecca	V.	7/6/2015
Jami	G.	8/1/2016
Tami	H.	3/15/2009
Heather	L.	5/12/2015
Lisa	B.	7/2/2018
Cynthia	P.	7/23/2018
Emmeline	O.	12/3/2018
Nicole	W.	1/7/2019
Serena	S.	11/24/2013

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Shaye	Q.	9/30/2019
Megan	L.	2/3/2020
Elizabeth	B.	5/4/2020
Danielle	I.	7/12/2021
Heather	H.	9/12/2022
Karin	O.	11/14/2022
Michael	P.	1/3/2023
Charity	H.	1/3/2023
Michelle	K.	3/6/2023
Alefiya	D.	10/18/2008
Allyson	K.	10/2/2023
Kathleen	R.	3/19/2020
Autumn	K.	1/6/2025
Christen	R.	6/23/2025
Angelo	V.	10/27/2025
Alina	W.	1/2/2023

Except as provided otherwise in this MOU, CBA Article 6.1 applies.

Employees entering the role of a WSNA Case Manager after the ratification date shall be subject to Article 6.1.

1.2 Reallocation of Staff, Reduction in Force (Layoff), and Recall. Articles 6.2 through 6.6 shall apply to WSNA Case Managers. For the purposes of Article 6.3, the Case Management Department shall be a single unit.

1.3 Low Census. WSNA Case Managers are not subject to low census, and Section 6.7 does not apply to them.

1.4 Article 6.8 Additional Hours. For the avoidance of doubt, Article 6.8 shall apply to WSNA Case Managers.

2. **Article 7: Floating:** Given the nature of the WSNA Case Manager role, WSNA Case Managers will continue to be required to serve patient population across multiple units. As such, WSNA Case Managers will not be eligible for the floating premium and will not be required to float to positions outside the Case Management Department, including bedside nursing care or other non-WSNA Case Manager nursing care. Additionally, WSNA Case Managers employed as of the date of ratification will not be asked to assume the duties of another classification (i.e., Case Manager RN to Care Manager RNs) in the Case Management Department unless they voluntarily agree and are competent and trained to do so. WSNA Case Managers hired after the date of ratification may be asked to perform the duties of any bargaining unit position in the Case Management Department provided they are competent and trained to do so.

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3. **Article 8: Hours of Work:** Upon the first day of the second full pay period following ratification of this MOU, the terms of Article 8 of the CBA shall apply to the WSNA Case Managers except as follows:

3.1 As to combination schedules, the following shall apply to WSNA Case Managers:

8.1.3 WSNA Case Managers may be scheduled a combination of shifts consisting of eight (8), nine (9), ten (10), and/or twelve (12) hours of work to meet the Employer's needs and a nurse's FTE.

Changes to a WSNA Case Manager's normal schedule, including an agreed to schedule per 8.1.3, shall require mutual consent.

3.2 Remote Work – The Case Management Department will continue to follow Hospital existing policies and procedures for approving and rescinding remote work at its discretion.

The parties recognize, that at ratification, all Utilization Management RNs shall be considered approved to work remotely and all Care Manager RNs shall be considered approved to work remotely but expect to see patients in-person at the Hospital as directed and as needed in the discretion of the nurse.

The parties also agree that, at ratification, all Case Manager RNs be able to continue and shall be considered approved to work remotely until September 28, 2026, however, the Employer may transition Case Manager RNs away from remote work, provided that such transition shall not be implemented before September 28, 2026. In consideration for the Case Manager RNs' transition away from remote work each affected Case Manager RN shall be allowed to adjust their regularly scheduled start time to any time between 6:30 a.m. and 8:00 a.m. with subsequent changes by mutual agreement.

In the event any WSNA Case Manager is permitted to work remotely they will be subject to all applicable policies and requirements. Except as provided above regarding Case Manager RNs, in the event the Employer rescinds or alters approval of remote work in accordance with the Employer's remote work policies and procedures, it shall provide any affected WSNA Case Manager(s) will be provided at least eight (8) weeks' notice prior to the change becoming effective.

3.3 Effective the second full pay period following ratification of this MOU the two (2) Case Managers (Charity H. and Jami G.) currently working a twelve (12) / eight (8) combination schedule will transition to a schedule of three (3), twelve (12) hour shifts per week and a 0.90 FTE position.

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3.4 Utilization Management 8 Hour Shifts – Effective August 31, 2026 all Utilization Management RNs will work a schedule comprised of all eight (8) hour work days. To accomplish this, their FTE will be adjusted as follows:

Employee Name	Current FTE	New FTE (on 8 hour shifts)
Karina O.	0.60	0.60 (Baylor)
Ally K.	0.75	0.80
Dani I.	0.75	0.60 (Baylor)
Elizabeth B.	0.75	0.60
Cindy P.	0.90	0.80
Kathy R.	0.90	0.90
Alefiya D.	1.00*	1.00*
Heather H.	1.00*	1.00*
Michelle K.	1.00*	1.00*

* Notwithstanding the above, Alefiya D, Heather H., and Michelle K., shall transition to four (4) ten (10) hours shifts on July 6, 2026. With that limited exception, UMs shall remain on their current FTEs and schedules through August 30, 2026.

3.5 The provisions of Article 8.10 (including Article 8.10.1) shall apply to WSNA Case Managers.

(a) The WSNA Case Managers currently working every weekend (who are one Case Manager RN and two Utilization Management RNs) shall have their positions considered a “Modified Baylor” position under Article 8.10.1.

(b) The parties recognize the Employer determines weekend coverage and shifts, however, it agrees to request volunteers prior to exercising its rights in accordance with the CBA to schedule WSNA Case Managers to weekend shifts.

4. Article 9: Compensation:

4.1 Effective the first day of the second full pay period following ratification all full time and part-time WSNA Case Managers will convert to hourly, non-exempt status.

4.2 Current WSNA Case Managers shall be placed on the CBA Article 9 Wage Scale step

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as follows:

Name	Step at Second Full Pay Period Following Ratification	Step at First Full Pay Period Following March 1, 2027*
Alefiya D.	23	24
Alina W.	6	5
Ally K.	12	20
Ana P.	12	18
Angelo V.	9	10
Autumn Gale B.	7	7
Charity H.	22	26
Christen R.	17	19
Christine D.	14	19
Cynthia P.	15	26
Danielle I.	18	20
Elizabeth B.	18	31
Emily J.	21	19
Emmeline O.	14	12
Erin M.	16	14
Ginger N.	25	31
Heather H.	11	17
Heather L.	13	16
Jami G.	21	24
Karina O.	12	17
Kathleen R.	16	20
Keun Young C.	24	23
Lisa B.	12	13
Lisa T.	25	31
Megan L.	9	8
Michelle K.	11	19
Mike P.	7	7
Nicole W.	11	13
Rebecca V.	12	18
Serena S.	20	28
Shaye Q.	12	15
Sophie T.	21	28
Tami H.	27	25

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4.3 WSNA Case Managers shall receive contract wage increases in accordance with Section 9.1, and they shall receive annual longevity (wage) step progressions

4.4 WSNA Case Managers employed on the ratification date shall have their future longevity (wage) step progression based on the ratification date. Accordingly, all such WSNA Case Managers shall advance a step at the beginning of the first full pay period following the anniversary date of ratification and each anniversary of that date thereafter.

4.5 WSNA Case Managers hired after ratification shall be placed on the Article 9.1 step in accordance with Article. 9.3.

5. **Article 10: Other Compensation:** Upon the first day of the second full pay period following ratification of this MOU, the terms of Article 10 of the CBA shall apply to the WSNA Case Managers, additionally:

5.1 Work Cell Phone – The parties agree that the Employer's Wireless Communication Devised and Expenses, 11159 Policy applies to the WSNA Case Managers. The applicability of the Policy and the appropriateness of work cell phones shall be an agenda item for the Case Management UBSC.

6. **Leave Transition Plan:**

6.1 Time Away from Work: WSNA Case Managers available time off will convert from four banks (Sick/Paid Sick & Safe Time, Vacation, Holiday, and Personal) to two banks under the CBA, Annual Leave (CBA Article 11) and Sick Leave (CBA Article 12), as follows:

(a) Transition Date and Ratio: All hours which covert shall convert at a 1:1 ratio and shall occur effective the first day of the 2nd full pay period following ratification ("Transition Date"). All Vacation, Holiday, and Personal time scheduled and approved as of the Transition Date shall be honored, with the time coming out of the appropriate bank.

(b) Annual Leave:

(i) Effective on the Transition Date, Article 11.11-11.3 and 11.6-11.8 of the CBA shall apply to the WSNA Case Managers.

(ii) Accrued and unused hours in each WSNA Case Manager's Vacation bank as of the Transition Date shall convert to hours in that WSNA Case Manager's Annual Leave bank, up to that WSNA Case Manager's Article 11.3 maximum annual accrual.

(iii) The "Time Off Service Date" is the date SCH currently uses for WSNA Case Manager vacation accrual. For WSNA Case Managers employed on the Transition

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Date, the WSNA Case Manager's Time Off Service Date shall be the "first date of work" for purposes of CBA, Art. 11.1

(c) Sick Leave/Paid Sick & Safe Time:

(i) Effective on the Transition Date, Article 12 of the CBA shall apply to the WSNA Case Managers.

(ii) Accrued and unused hours in each WSNA Case Manager's Sick or Paid Sick & Safe Time bank as of the Transition Date shall convert to hours in that WSNA Case Manager's Sick Leave bank. No current WSNA Case Manager has sufficient Sick or Paid Sick & Safe Time hours as to implicate the cap under Article 12.1.

(iii) Provided this Agreement is ratified without the issuance of any strike notice or any work stoppage, the Employer shall pay all full-time and part-time WSNA Case Managers a deposit of sick leave hours to their sick leave bank within two full pay periods following ratification. WSNA Case Managers with a total FTE greater than or equal to 0.6 shall receive twelve (12) sick leave hours. WSNA Case Managers with a total FTE less than 0.6 shall receive eight (8) sick leave hours.

(d) Personal Days: WSNA Case Managers shall not be entitled to or have access to personal day hours after the Transition Date.

(e) Holidays:

(i) Effective on the Transition Date, Article 11.4 and 11.5 of the CBA shall apply to the WSNA Case Managers and they shall not be entitled to or have access to Holiday hours after the Transition Date. WSNA Case Managers shall not accrue holiday time after the Transition Date; rather, in accordance with Article 11.1 of the CBA, holiday hours have been incorporated into the annual leave program.

6.2 Time Away Sharing Plan: Following the Transition Date, the Employer's Time Away Sharing Program shall no longer apply to WSNA Case Managers.

6.3 Short-term Income Replacement Plan: Following the Transition Date, WSNA Case Managers are no longer eligible for the Short-term Income Replacement Plan.

6.4 Other Leaves: All other leaves shall be governed by the CBA and/or by applicable law.

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7. Benefits Transition Plan:

7.1 Medical and Dental Elections:

(a) Effective on the first day of the calendar month following the 1st full pay period following the ratification date, CBA Article 13 of the CBA shall apply and WSNA Case Managers will begin to receive 100% employer paid premium for the employee-only portion for medical and the basic dental plan pursuant to CBA Article 13 of the parties' CBA (premiums for WSNA Case Managers enrolled in the Delta Dental Buy Up remain unchanged). WSNA Case Managers' contributions for dependent coverage shall be the same as other bargaining unit nurses.

(b) Effective on the first day of the calendar month following the 1st full pay period following the ratification date, WSNA Case Managers are no longer eligible for Opt-Out Payments. Instead, Case Managers who waived health benefits will now be eligible to elect to receive the wage premium in lieu of benefits if eligible and as defined by Article 9.4 of the parties' CBA.

7.2 Life and Disability Insurance: Life and disability insurance plans will remain the same with the benefits determined by the plan according to the WSNA Case Manager's rate of pay at the time of claim. These Life and Disability plans, including Employer contributions and employee elections and costs, are the same as available to other bargaining unit nurses under Article 13.1 of the CBA.

7.3 Benefits During Leave:

(a) Following the Transition Date, a WSNA Case Manager's eligibility for benefits during a leave will be determined pursuant to the parties' CBA, including Articles 11, 12, and 13, as applicable, as well as any applicable law.

7.4 Employee Incentive Plan (EIP) Compensation Plan:

(a) Following the Transition Date, the Employee Incentive Plan, including the annual flexible bonus plan "Your Bonus Your Way" or the annual Health Wellness Spending Account, shall not apply to the WSNA Case Managers.

8. Professional Governance & Staffing: Article 15 Committees shall apply to the WSNA Case Managers, except that, notwithstanding the fact that the WSNA Case Managers do not have a staffing matrix the Employer will establish a UBSC in accordance with Article 15.4.3 and such UBSC shall include at least one (1) Case Manager RN, one (1) Utilization Management RNs and one (1) Care Manager RN.

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9. Ratification Bonus and Transition Conditioned on Full Agreement:

9.1 Ratification Bonus Payment – Within three full pay periods following ratification, the Employer shall pay each WSNA Case Manager a Ratification Bonus Payment equal to two thousand dollars (\$2,000), plus twenty-four (24%) percent of their current actual monthly salary (or, for current hourly employees, twenty-four (24%) percent of their average monthly earnings between December 2025 through May 2026).

9.2 All proposals are conditioned on full agreement and ratification between the Employer and Union of all items of negotiation related to the Side Letter – Case Managers.

9.3 The Employer shall provide each WSNA bargaining team nurse (or their substitute) eight (8) hours of annual leave into their annual leave bank for each bargaining session attended, and no cap shall apply. No more than three nurses may be entitled to hours for any bargaining session. The Union shall provide a validated list of nurses to be allocated hours for each bargaining session within two (2) weeks of ratification.

9.4 Within five (5) business days of the date the Employer pays the ratification bonus reference in paragraph 9.1 above, the Union shall withdrawal the unfair labor practice NLRB Case No. 19-CA-377560 and the Heather Hanner grievance. Upon withdrawal, Heather Hanner shall be able to enjoy the same remote work status as other Utilization Management RNs.

AGREED:

For Seattle Children's Hospital

For Washington State Nurses Association

Date

Date