

# **TA Summary & Upcoming Contract Vote**

**Your Team  
Recommends  
a Yes Vote!**

\*The Information in this slide deck is current as of January 27,  
2026.

# **United for a FAIR CONTRACT**

**It is okay for us to disagree, it is powerful to welcome differences of opinions in our conversations, and it is a long-standing tradition of union halls to function as a space for these conversations.**

**We are leaving this meeting space as nurses united with diverse perspectives.**

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# TA Highlights

**This is why  
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- **Wage scale will increase an average of 15% by March 2028**
- **Guaranteed full retro pay to 9/1**
- **Sick leave improvements**
- **2 dedicated security personnel on the PBMU and paid workplace violence injury leave**
- **Experienced nurse night shift differential**
- **No mandatory arbitration or class action waiver**

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# How did we get here?

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# Timeline



A stylized, light blue illustration on a dark blue background. It depicts a hand holding a stethoscope, with the chest piece resting on a surface. The lines are thick and the style is graphic.

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# **TA Overview**

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# Market-based wage increases

- Step 1 will increase more than 20% by March of 2028.
- The whole wage scale will increase an average of 15%
- Steps 1-11 will increase an average of 17.6% by March of 2028.
- 96% of nurses will see between \$4.00 and \$8.25 per hour raises on ratification with full retro pay to 9/1.

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# **Market-based wage increases (cont.)**

**Nurse wages will rise even higher (avg. of \$13.19), as they move up the scale over the life of the contract.**

**Example: Step 1 of the scale goes up by \$9.75 per hour, but wages for a nurse starting at Step 1 will go up \$14.70 per hour over three years.**

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Market-  
based wage  
increases

Step	Current Wage Scale	TA Wage Scale								Difference Between TA and Current			Hourly Increase by End of Contract with Step Adjustments
	Current SCH	Year 1	Year over Year % Increase	Year 2	Year over Year % Increase	Year 3	Year over Year % Increase	Total % Increase from Current to Year	Year 1	Year 2	Year 3		
1	\$47.60	\$51.60	8.40%	\$54.85	6.30%	\$57.35	4.56%	20.48%	\$4.00	\$7.25	\$9.75	\$ 14.70	
2	\$49.24	\$53.24	8.12%	\$56.49	6.10%	\$58.99	4.43%	19.80%	\$4.00	\$7.25	\$9.75	\$ 14.73	
3	\$50.93	\$54.93	7.85%	\$58.18	5.92%	\$60.68	4.30%	19.14%	\$4.00	\$7.25	\$9.75	\$ 14.69	
4	\$52.55	\$56.55	7.61%	\$59.80	5.75%	\$62.30	4.18%	18.55%	\$4.00	\$7.25	\$9.75	\$ 14.78	
5	\$54.22	\$58.22	7.38%	\$61.47	5.58%	\$63.97	4.07%	17.98%	\$4.00	\$7.25	\$9.75	\$ 14.76	
6	\$55.87	\$59.87	7.16%	\$63.12	5.43%	\$65.62	3.96%	17.45%	\$4.00	\$7.25	\$9.75	\$ 14.76	
7	\$57.58	\$61.58	6.95%	\$64.83	5.28%	\$67.33	3.86%	16.93%	\$4.00	\$7.25	\$9.75	\$ 14.69	
8	\$59.23	\$63.23	6.75%	\$66.48	5.14%	\$68.98	3.76%	16.46%	\$4.00	\$7.25	\$9.75	\$ 14.70	
9	\$60.88	\$64.88	6.57%	\$68.13	5.01%	\$70.63	3.67%	16.02%	\$4.00	\$7.25	\$9.75	\$ 14.11	
10	\$62.52	\$66.52	6.40%	\$69.77	4.89%	\$72.27	3.58%	15.60%	\$4.00	\$7.25	\$9.75	\$ 13.23	
11	\$64.18	\$68.18	6.23%	\$71.43	4.77%	\$73.93	3.50%	15.19%	\$4.00	\$7.25	\$9.75	\$ 12.54	
12	\$64.99	\$70.74	8.85%	\$72.99	3.18%	\$74.99	2.74%	15.39%	\$5.75	\$8.00	\$10.00	\$ 12.70	
13	\$65.80	\$71.50	8.66%	\$73.75	3.15%	\$75.75	2.71%	15.12%	\$5.70	\$7.95	\$9.95	\$ 12.75	
14	\$66.77	\$72.47	8.54%	\$74.72	3.10%	\$76.72	2.68%	14.90%	\$5.70	\$7.95	\$9.95	\$ 12.78	
15	\$67.74	\$73.44	8.41%	\$75.69	3.06%	\$77.69	2.64%	14.69%	\$5.70	\$7.95	\$9.95	\$ 12.81	
16	\$68.61	\$74.30	8.29%	\$76.55	3.03%	\$78.55	2.61%	14.49%	\$5.69	\$7.94	\$9.94	\$ 12.94	
17	\$69.46	\$75.30	8.41%	\$77.55	2.99%	\$79.55	2.58%	14.53%	\$5.84	\$8.09	\$10.09	\$ 13.09	
18	\$69.46	\$76.30	9.85%	\$78.55	2.95%	\$80.55	2.55%	15.97%	\$6.84	\$9.09	\$11.09	\$ 14.09	
19	\$71.23	\$77.30	8.52%	\$79.55	2.91%	\$81.55	2.51%	14.49%	\$6.07	\$8.32	\$10.32	\$ 13.32	
20	\$71.23	\$78.30	9.93%	\$80.55	2.87%	\$82.55	2.48%	15.89%	\$7.07	\$9.32	\$11.32	\$ 14.32	
21	\$73.08	\$79.30	8.51%	\$81.55	2.84%	\$83.55	2.45%	14.33%	\$6.22	\$8.47	\$10.47	\$ 13.47	
22	\$73.08	\$80.30	9.88%	\$82.55	2.80%	\$84.55	2.42%	15.70%	\$7.22	\$9.47	\$11.47	\$ 14.47	
23	\$74.93	\$81.30	8.50%	\$83.55	2.77%	\$85.55	2.39%	14.17%	\$6.37	\$8.62	\$10.62	\$ 13.62	
24	\$74.93	\$82.30	9.84%	\$84.55	2.73%	\$86.55	2.37%	15.51%	\$7.37	\$9.62	\$11.62	\$ 14.62	
25	\$76.89	\$83.30	8.34%	\$85.55	2.70%	\$87.55	2.34%	13.86%	\$6.41	\$8.66	\$10.66	\$ 13.66	
26	\$76.89	\$84.30	9.64%	\$86.55	2.67%	\$88.55	2.31%	15.16%	\$7.41	\$9.66	\$11.66	\$ 14.66	
27	\$78.89	\$85.30	8.13%	\$87.55	2.64%	\$89.55	2.28%	13.51%	\$6.41	\$8.66	\$10.66	\$ 13.66	
28	\$78.89	\$86.30	9.39%	\$88.55	2.61%	\$90.55	2.26%	14.78%	\$7.41	\$9.66	\$11.66	\$ 16.66	
29	\$80.94	\$87.30	7.86%	\$89.55	2.58%	\$91.55	2.23%	13.11%	\$6.36	\$8.61	\$10.61	\$ 14.61	
30	\$80.94	\$88.30	9.09%	\$90.55	2.55%	\$92.55	2.21%	14.34%	\$7.36	\$9.61	\$11.61	\$ 14.61	
31	\$83.05	\$91.30	9.93%	\$93.55	2.46%	\$95.55	2.14%	15.05%	\$8.25	\$10.50	\$12.50	\$ 12.50	
32	\$83.05	\$91.30	9.93%	\$93.55	2.46%	\$95.55	2.14%	15.05%	\$8.25	\$10.50	\$12.50	\$ 12.50	
33	\$85.23	\$91.30	7.12%	\$93.55	2.46%	\$95.55	2.14%	12.11%	\$6.07	\$8.32	\$10.32	\$ 10.32	
34	\$85.23	\$91.30	7.12%	\$93.55	2.46%	\$95.55	2.14%	12.11%	\$6.07	\$8.32	\$10.32	\$ 10.32	
35	\$87.49	\$91.30	4.35%	\$93.55	2.46%	\$95.55	2.14%	9.21%	\$3.81	\$6.06	\$8.06	\$ 8.06	
36	\$87.49	\$91.30	4.35%	\$93.55	2.46%	\$95.55	2.14%	9.21%	\$3.81	\$6.06	\$8.06	\$ 8.06	
37	\$89.80	\$91.30	1.67%	\$93.55	2.46%	\$95.55	2.14%	6.40%	\$1.50	\$3.75	\$5.75	\$ 5.75	

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

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- 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

# Longer Contract

Expires February 28, 2029

The slightly longer contract duration (3 years, 1 month from ratification) provided strategic advantages:

- Unlocked more money from Seattle Children's
- Gives time to recover and rebuild strength after this intense fight
- Syncs our contract expiration with other major hospitals including TG, Mary Bridge NICU, Sacred Heart, Doernbecher, and Swedish facilities—creating potential for harnessing collective nurse power in 2029
- Better weather

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# How does this scale compare?

- Our two nearest competitors, Mary Bridge and Doernbecher, have opposing compensation philosophies and this leads to inverse scales
- Doernbecher starts higher and plateaus earlier
- Mary Bridge starts lower and climbs higher
- Our current scale has us behind Mary Bridge at 34 steps and behind Doernbecher at 32 steps
- The new scale is ahead of Mary Bridge at 14 steps and tightens the gap for the steps that are still behind
- The new scale is ahead of Doernbecher at 17 steps and tightens the gap for the steps that are still behind
- This process is iterative – we will build on our improvements until we fully close that gap

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# **A little historical context**

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**We told you all with our contract three years ago that we made historic gains**

**Those historic gains were an increase ranging from \$11.39-\$12.62 over the three years of the contract**

**This TA brings you gains ranging from \$9.75-\$12.50 over the life of the contract for 96% of our nurses**

**This TA is also ahead of Swedish at 17 steps and ahead of UW at every single step**

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# Retro pay secured

- The TA guarantees nurses will get full retro pay to 9/1
- Includes step increases
- Includes straight time and double time

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# Eight increased Premiums

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

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# Sick Leave Improvements

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- **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 full-time or part-time RNs at .6 FTE or above**
  - \*8 hours for full-time and part-time RNs at .59 FTE or below**
- **New protected leaves and PFMLA supplementation improvements that will reduce strain on nurses' sick leave banks.**

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# Four New Protected Leaves

- On-the-job-Injury Leave
- Workplace Violence Leave
- Post-shift Fatigue Leave
- Death of a Patient Leave

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# PFML Supplementation Flexibility to 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.

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# Break Relief Protections

- 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
- Non-retaliation language for taking and reporting missed breaks
- Staffing committee oversight into missed break trends

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# Workplace Violence Protections - NEW

- 2 dedicated security personnel on the PBMU
- Workplace Violence Leave
- Provision of safe environment
- Prevention and training
- Response
- Nurse participation in committee
- Non-retaliation

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# 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.

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# NEW Technology Protections

- Preserves RN's exercise of clinical judgment
- Tech will complement not diminish RN skills, judgment, decision-making
- Paid Training
- Non-retaliation protections
- Other protections

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# Important Schedule Protections

- Predictability
- Mutual consent
- Combination and Ambulatory schedules
- Innovative schedules
- Eliminates restrictions on overtime/double-time

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# Parity for our Nurses

- Eastern Washington nurse pay parity (eliminates current 10% below scale).
- Relief charge parity (hourly premium to \$3.50 – same as charge).
- Per diem adjustment for years of RN licensure/SCH employment upon returning to FTE (like FT and PT nurses got last contract cycle).

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# Union Protections

- Expanded no strike clause
- Union orientation time
- Recognition
- Pay for bargaining team's time up to 24 bargaining sessions

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# Other protections/gains

- Annual leave cashout
- Per diems
- Seniority
- Low census
- Committee language
- Floating

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# Other protections/gains (cont.)

- Report pay calls
- Personnel files
- Nurse evaluations
- Case Manager MOU
- Mentor/mentee meetings

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# Fought off Anti-Union and Anti-Nurse and Takeaways

- Preserved employer-paid medical
- Protected nurses' right to strike after contract expiration
- Rejected attempt by SCH to make it easier to lay off nurses
- Rejected proposal for mandatory arbitration and class waiver
- Preserved union security and dues checkoff
- Rejected loophole language to undermine progressive discipline
- Preserved nurses' ability to remove discipline from file after 2 years

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# Fought off Anti-Union and Anti-Nurse and Takeaways (cont.)

- Rejected 24-hour notice for Nurse Rep access
- Preserved parking for nurses with 25+ years
- Rejected limitation of weekend premium
- Preserved rest between shift pay for committee participation
- Preserved No Pay Protection MOU
- Preserved MOU re Union reps
- Rejected rolling 12-month period for leaves or limit overlapping leaves
- Rejected attempts to control # of Union reps and their responsibilities

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A stylized, dark blue illustration on a dark blue background. It depicts a person in a wheelchair, viewed from the side. A stethoscope is draped around their neck, with the chest piece resting on their chest. The person's arm is raised, and the wheelchair has large, spoked wheels. The overall style is graphic and minimalist.

# ULPs?

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# What happens next?

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# Voting

**Your Team  
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Vote!**

**Voting will take place through the election buddy system**

**Your ballot will go directly to your personal email when polls open**

**Voting opens Thursday (1/29/26 9:00 PM)**

**Voting closes Saturday (1/31/26 9:00 PM)**

**If you experience any difficulty or do not receive your ballot by Friday morning, please email [SCHnurses@wsna.org](mailto:SCHnurses@wsna.org)**

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# Questions?

**[SCHnurses@wsna.org](mailto:SCHnurses@wsna.org)**

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