

YOUR WSNA BARGAINING TEAM RECOMMENDS A “YES” VOTE.

**WSNA/ASTRIA SUNNYSIDE HOSPITAL CONTRACT
GENERAL SUMMARY AND HIGHLIGHTS
November 6, 2025**

Your fellow nurses on your WSNA bargaining team fought hard during 15 days of bargaining over many months to secure the best possible contract for the nurses at Sunnyside. As you will see below, we have secured many victories in this agreement, including competitive wages, increases to premiums, workplace violence prevention measures, and improvements in your working conditions. We wholeheartedly recommend that you vote "YES."

TERM: Contract will expire on July 1, 2028.

WAGES: **1st Pay Period After Ratification:** An average increase of over **6%**. The actual increase for each nurse will be between 3% and 12%, depending upon step. Management was concerned that some steps were more competitive when looking at other hospitals, such as Prosser, while others were less competitive. We try to address the steps that had the most difficulty recruiting and retaining. With the first-year wage increase, we are neck and neck with Prosser overall, with some steps being a little higher than Prosser and some being a little lower.

Plus, we eliminated every ghost step in the wage scale. A “ghost step” is a step that does not give the nurse any wage increase when the nurse reaches it. This change is a significant added cost to Sunnyside in the first year. Ghost steps currently affect many nurses, some of which are our most tenured nurses.

Additionally, all full-time and part-time nurses on the payroll as of the date of ratification of this Agreement, are eligible to receive a one-time lump sum **bonus of \$500**, less applicable deductions, payable in the first full pay period after ratification. All full-time and part-time nurses on the payroll as of the date of ratification of the Agreement and remaining on the payroll as of June 30, 2026, are eligible to receive a one-time lump sum **bonus of \$1,000**, less applicable deductions, payable in the first full pay period after June 30, 2026.

July 1, 2026: 3.5%

July 1, 2027: 3.25%

And remember, all of these wage increases are in addition to the step increase that you receive when you move from step to step.

OTHER COMPENSATION:

Night Shift Differential. Increased from \$4.25 to \$4.50 per hour.

Charge Nurse Pay. Increased from \$2.50 to \$3.00 per hour. Relief charge nurse premium increase from \$2.25 to \$2.50 per hour.

Preceptor Pay. Increase from \$1.50 to \$2.00 per hour.

Vacation Cash-Out. Previously nurses could cash out only 40 hours of vacation per year. Now nurses may cash out 60 hours of vacation per year.

Incentive Bonus Days (IBD). We made a few changes to the MOU. We eliminated the provision that said that nurses who call in sick on an IBD shift will not be eligible for sick leave. Nurses will now be eligible for sick leave in that case. We also secured language requiring the hospital to contact nurses at least an hour and a half before the start of the IBD shift if they are not needed for the shift. If a nurse reports for the IBD shift and is released because of low census, the nurse shall receive a minimum of three hours work at the IBD rate. Full time nurses shall receive double time for an IBD shift. Part-time nurses will receive time and a half, and then double time above 40 hours in a week or 36 hours in a week for 12-hour shift nurses.

If there are holes in the schedule 12 days prior to the start of a new work schedule, then all the holes will be considered IBD shifts. In addition, all holes in the schedule that arise after that will also be considered IBD shifts.

Bereavement Leave. We eliminated the requirement that nurses must complete their probationary period before being eligible for bereavement leave. We accepted management's proposal to eliminate the provision that allowed for some additional bereavement leave if extensive travel was required (for example, four extra hours for a .9 FTE nurse) in exchange for allowing bereavement leave to also be used for extended family which includes aunts, uncles, nieces, nephews, and cousins.

Paid Education Leave. Increased from 32 hours to 36 hours.

WORKPLACE ISSUES:

Workplace Violence. Workplace violence assessment and prevention shall now be a standing agenda item of the Safety Committee. The hospital must comply with all laws and regulations to address workplace violence in the workplace. WSNA may select a nurse to be a member of the Safety Committee, who will be paid for all time spent in committee meetings. Nurses are encouraged to report instances of violence or safety concerns to the committee. The Hospital will provide in-person, interactive violence prevention training to nurses within 90 days of employment and annually thereafter.

Rosters. Information regarding the bargaining unit will be sent to WSNA in Excel format.

Preceptor. New language requiring that nurses be provided training prior to functioning as a preceptor so that they can fulfill all the duties of being a preceptor.

Orientation and Training. New language requiring that the charge nurse and/or preceptor to review the patient assignment and make the necessary accommodations or adjustments if a nurse feels inadequately prepared for the assignment. If the charge nurse and/or preceptor and nurse cannot agree on the assignment, the supervisor will be called in to intervene in a timely manner, preferably before the work commences.

SANE Nurse [NEW]. The Hospital will provide paid education time for nurses who attend up to 40 hours of SANE training. We pushed hard to have SANE nurses recognized for the important service that they provide for the community. Management was very resistant to extra compensation for SANE exams.

In the end, we were able to secure \$150 per examination stipend which is in addition to the nurse's normal rate of pay when conducting a sexual abuse or forensic examination. However, this applies only to SANE nurses who have a certification through the IAFN. Nurses that have only been trained to perform same SANE but do not have the certification do not qualify for the \$150 stipend. We realized that hardly any nurses have the certification and will continue to push the issue as more hospitals begin to recognize the important service that SANE nurses provide.

Unit Resource Nurse. New language expanding the unit resource nurse position to provide support in emergent situations. Also, we removed the language that limited the number of shifts a unit resource nurse could work. The unit resource position will be discussed in the Nurse Practice Committee.

Full-Time Nurse. New language clarifying that 12-hour .9 FTE nurses are considered full-time nurses for the purposes of the contract.

Part-Time Nurse. New language clarifying that 12-hour nurses less than a .9 FTE are considered part-time nurses for the purposes of the contract.

Association Membership: We removed language that nurses could withdraw membership from WSNA during the last 14 days of the contract term.

Discipline and Discharge. Per diem nurses are now given the same protections from discipline and discharge as full-time and part-time nurses. Nurses must be given the reasons for any disciplinary action.

Low Census. New language requiring the employer to low census agency and traveler nurses before other nurses. This is a HUGE win!

Waiver of Overtime. The current contract allows nurses to waive contractual overtime pay. Nurses could be pressured to waive their overtime. We successfully removed this provision from the contract.

Work on Day Off. Previously if you attended a mandatory education class on your regularly scheduled day off, you would not be entitled to overtime pay for that class. Now you will receive overtime pay for mandatory education on your regularly scheduled day off.

Meal and Rest Periods. New language specifying that meal and rest breaks must be taken in compliance with the law and should best match the workflow and preferences of the staff in the department. Departmental plans for meal and rest breaks may include assigning times for the breaks and utilizing departmental leaders, house supervisors, charge and relief nurses, and float staff to support nurses taking breaks.

Vacation Accrual. Previously, nurses did not accrue vacation on low census hours. Now they will.

Holidays. Previously, nurses did not accrue holiday time on low census hours. Now they will. We also replace Presidents' Day holiday with Christmas Eve.

Sick Leave. Previously, nurses did not accrue sick leave on low census hours. Now they will.

Proof of Illness. New language prohibiting the employer from requiring proof of illnesses for absences of three days or less.