

WSNA-TACOMA GENERAL NEGOTIATIONS

- Wages
 - 2026: 4% + \$2.25 – an average of more than 7.5% in year 1
 - 2027: 3.75%
 - 2028: 3.5%
 - With compounding, an average of 15.46% over the life of the contract, not including step increases
- Staffing
 - Restrictions on using break buddies (Art. 16.6)
 - Stat RN won't have patient assignment except in exigent circumstances (Art. 5.X)
 - Staffing levels that allow for breaks, use of PTO, adherence to staffing plans, avoiding assigning Charge RNs to patient care duties. (Art. 16.6)
 - Guarantee of off-duty meal periods, or paid meal periods if subject to recall. (Art. 8.5)
 - The Employer will work to improve the process for documenting interrupted breaks (Art. 8.5)
 - A nurse who doesn't feel safe to work will be given time off (unpaid or PTO) to rest, that will not count as an occurrence for attendance purposes. (Art. 10.3.2)
 - Protected ratios against management attempts to remove from contract (Art. 16.5)
 - Trauma Nurse will not be assigned duties that impede their ability to respond within appropriate timeframes. (Art. 16)
 - Resource RNs dedicated to a particular department will be primarily assigned to perform patient care duties and not administrative tasks (Art. 5.11.1)
- Floating protections:
 - Real time access to floating roster (Art. 5.17.1)
 - Trans Obs as a clinical service group (Art. 5.16)
 - Nurses won't be expected to take a patient load more than one level lower than regular level of care (Art. 5.17.2)
- Increased pay:
 - Night shift premium increased to \$5.75 – industry leading (Art. 10.1)
 - Increase Charge RN Premium by \$0.25 to \$3.50/hour (Art. 10.5)
 - 2-hour minimum pay for required in-services and meetings (Art. 6.6)
 - Attendance at required meetings will count as interrupting rest for RBS purposes (Art. 10.10)
 - Call back pay will be awarded “after being put on standby status,” even if standby shift hasn't started yet. (Art. 10.3)
 - Credit for LPN experience no longer limited to MultiCare, no longer capped at 3 years (Art. 9.3.1)
 - Nurses with International or LPN experience who were not placed at the appropriate step upon hire will have a 30-day window to apply to be re-stepped (MOU)
 - \$7/hour for standby over 40 hours/pay period
 - Preceptor pay increased from \$2 to \$2.25 (Art. 10.8)
 - STAT RN Premium increased from \$5 to \$7 (Art. 10.12)
 - New Hospital Resource Premium of \$7 (Art. 10.12)
 - Incentive pay will be offered as a \$/hour, not as a multiplier, so that it will no longer cancel out OT (Inc. Pay LOU)

- Standby:
 - Nurses will not be assigned more than one standby per weekday shift (M-Th) and one weekend (Fri-Sun) per posting period
 - Open call shifts will be incentivized with a \$5/hour premium
 - Mandated call shifts will be paid an additional \$5/hour premium (an additional \$10/hour total)
 - Nurses who have to take more than 40 hours of standby/pay period will receive \$7/hour for all such standby (Art. 10.2)
 - The Hospital will maintain existing number of Baylor shifts even after OR caseload decreases with opening of new Mary Bridge facilities; if the caseload does not decrease, new Baylor shifts will be added.
- Disciplinary/Performance issues:
 - PGIs won't be used for progressive discipline, internal transfer, or economic consequences after one year (Art. 6.7.2)
 - Negative evaluations preventing an RN from participating in economic benefit or growth opportunities will come with specific feedback related to improvement opportunities. (Art. 6.9)
 - Documenting meal and rest breaks will not be considered in evaluations (Art. 6.9)
- Misc. rights:
 - The Employer will create six new lactation spaces (LOU)
 - Increase job posting period from 7 to 10 days (Art. 6.8)
 - Protections for military employees and spouses (Art. 6.1)
 - Language guaranteeing existing RNs won't be required to obtain BSN (Art. 10.7)
 - New provision bridging seniority for up to 6 months. (Art. 7.1.3)
 - Three weeks report time when recalled from layoff (up from 2) (Art. 7.4.3)
 - The Employer will designate free parking for employees. (Art. 6.11)
 - Access to bereavement for miscarriage/stillborn child (Art. 12.6)
 - Improvements to low census order (travelers sent home sooner, employer must try to move system floats before low censusing unit RNs) (Art. 7.7)
 - Nurses can only be late started for up to four hours, once per shift – no more partial low census days that keep RNs on the hook with no standby pay (Art. 7.7)
- Stronger union rights
 - Strengthened union's role in filing grievances (Art. 14.1)
 - Protected right to engage in sympathy strikes (Art. 15.1)
 - Ability to engage in hand-billing mid-contract (Art. 15.1)
 - PAC Deductions (Art. 3.1)
 - Personal email on roster + contact info as part of orientation information (Art. 4.4.1 & 4.5)

	Year 1	Year 2	Year 3
	4% & \$2.25	3.75%	3.50%
Base	\$ 48.15	\$ 49.95	\$ 51.70

1	\$ 50.09	\$ 51.97	\$ 53.79
2	\$ 52.13	\$ 54.08	\$ 55.98
3	\$ 54.25	\$ 56.28	\$ 58.25
4	\$ 56.19	\$ 58.30	\$ 60.34
5	\$ 58.22	\$ 60.41	\$ 62.52
6	\$ 60.32	\$ 62.59	\$ 64.78
7	\$ 62.21	\$ 64.54	\$ 66.80
8	\$ 64.15	\$ 66.56	\$ 68.89
9	\$ 66.17	\$ 68.65	\$ 71.05
10	\$ 68.08	\$ 70.64	\$ 73.11
11	\$ 70.06	\$ 72.69	\$ 75.23
12	\$ 72.10	\$ 74.80	\$ 77.42
13	\$ 73.49	\$ 76.25	\$ 78.91
14	\$ 74.91	\$ 77.72	\$ 80.44
15	\$ 76.37	\$ 79.23	\$ 82.01
16	\$ 77.85	\$ 80.77	\$ 83.59
17	\$ 79.37	\$ 82.34	\$ 85.22
18	\$ 80.91	\$ 83.94	\$ 86.88
19	\$ 82.48	\$ 85.57	\$ 88.56
20	\$ 84.09	\$ 87.24	\$ 90.29
21	\$ 85.72	\$ 88.93	\$ 92.05
22	\$ 87.38	\$ 90.66	\$ 93.83
23	\$ 89.09	\$ 92.43	\$ 95.67
24	\$ 90.83	\$ 94.23	\$ 97.53
25	\$ 90.83	\$ 94.23	\$ 97.53