

WSNA Summary
Tentative Agreement With
Peach Health United General Medical Center

WAGES

Across the Board Increases

Year 1: \$4.50 across the board wage increase. That represents an average first year improvement of 7.4%, with improvements ranging from 5.7% to 10%, depending on your current step.

Year 2: Increase of 3.75%

Year 3: Increase of 3.25%

CUMULATIVELY over the life of the new contract total wage improvements will range from 13.2% to 18.3%, depending on Step. The average improvement over the three years of the contract is 15%.

Goodbye “Ghost Steps”

- The elimination of the **seven** “ghost” or “0%” Steps, so that all years of service are recognized with a wage improvement (those were steps 13, 17, 21, 23, 27, 29, and 31). If you are currently at a “ghost step”, your first year wage improvement will include both an immediate percentage-based improvement to your step in addition to the \$4.50 increase.

Earlier Effective Dates

All increases are effective the first pay period of November. In our past contract, the wage improvements did not become effective until the new calendar year. That means we’ll be getting an extra two months of wage improvements on top of the three years of the agreement.

	Effective 11/1/2026		Effective 11/1/2027	Effective 11/1/2028	Cumulative 3 Year Increase
	Year 1 Increase in \$	Year 1 Increase as %	3.75%	3.25%	
BASE	\$47.46	10.5%	\$49.24	\$50.84	18.3%
1 YEAR	\$49.34	10.0%	\$51.19	\$52.85	17.9%
2 YEARS	\$51.25	9.6%	\$53.17	\$54.90	17.4%
3 YEARS	\$53.09	9.3%	\$55.08	\$56.87	17.0%
4 YEARS	\$54.93	8.9%	\$56.99	\$58.84	16.7%
5 YEARS	\$56.78	8.6%	\$58.91	\$60.82	16.3%
6 YEARS	\$58.63	8.3%	\$60.83	\$62.81	16.0%
7 YEARS	\$60.50	8.0%	\$62.77	\$64.81	15.7%
8 YEARS	\$62.39	7.8%	\$64.73	\$66.83	15.4%
9 YEARS	\$64.25	7.5%	\$66.66	\$68.83	15.2%
10 YEARS	\$66.09	7.3%	\$68.57	\$70.80	14.9%
11 YEARS	\$66.88	7.2%	\$69.39	\$71.64	14.8%
12 YEARS	\$67.68	7.1%	\$70.22	\$72.50	14.8%
13 YEARS	\$68.62	8.6%	\$71.19	\$73.51	16.3%
14 YEARS	\$69.56	6.9%	\$72.17	\$74.51	14.5%
15 YEARS	\$70.48	6.8%	\$73.12	\$75.50	14.4%
16 YEARS	\$71.40	6.7%	\$74.08	\$76.49	14.3%
17 YEARS	\$72.26	8.0%	\$74.97	\$77.41	15.7%
18 YEARS	\$73.12	6.6%	\$75.86	\$78.33	14.1%
19 YEARS	\$73.96	6.5%	\$76.73	\$79.23	14.1%
20 YEARS	\$74.81	6.4%	\$77.62	\$80.14	14.0%
21 YEARS	\$75.69	7.7%	\$78.53	\$81.08	15.3%
22 YEARS	\$76.57	6.2%	\$79.44	\$82.02	13.8%
23 YEARS	\$77.48	7.5%	\$80.39	\$83.00	15.2%
24 YEARS	\$78.39	6.1%	\$81.33	\$83.97	13.6%
25 YEARS	\$79.32	6.0%	\$82.29	\$84.97	13.6%
26 YEARS	\$80.25	5.9%	\$83.26	\$85.97	13.5%
27 YEARS	\$80.72	6.6%	\$83.75	\$86.47	14.2%
28 YEARS	\$81.18	5.9%	\$84.22	\$86.96	13.4%
29 YEARS	\$81.65	6.5%	\$84.71	\$87.47	14.1%
30 YEARS	\$82.11	5.8%	\$85.19	\$87.96	13.3%
31 YEARS	\$83.08	7.0%	\$86.20	\$89.00	14.7%
32 YEARS	\$84.05	5.7%	\$87.20	\$90.04	13.2%

Other Premiums - Your Bargaining Team achieved improvements to many ancillary wage premiums:

NTL Premium: \$4.00→\$4.50

RNTL Premium: \$3.50→\$4.00

House Charge Premium: \$3.25→\$5.00

*House Charge Premium will now pyramid on NTL/RNTL premiums when/if a nurse's assignment is not backfilled

Minimum callback: 2 hours → 3 hours

Preceptor: \$2.25→\$2.50

Float: \$4.00→\$4.50

*Removed training restrictions on Float Nurse's eligibility to earn Float Premium

Step Placement Improvements

Your Bargaining Team succeeded in extending the period for challenging initial Step placements from 60 to 120 days (i.e. one month following end of normal probation period)

LPN Service Credit: Years of LPN service will now count on a 2:1 basis for the purpose of establishing nurses' step placement.

BREAK RELIEF!

Peace Health agreed to initiate a Break Nurse Pilot program as part of the new contract. Key features of the agreement include:

- "Third layer" of the float pool will be posted and hired no greater than sixty (60) days following ratification of the new contract.
- The third layer float's primary responsibility is providing break relief. The Employer will not assign the third layer of float to a patient assignment until/unless they have exhausted all reasonable efforts – as defined under state law – to backfill unanticipated absences.
- The Break Relief pilot cannot be terminated or modified unless mutually agreed by Peace Health and WSNA.

OTHER IMPROVEMENTS

Beyond Wages, your Bargaining Committee achieved many other improvements throughout the contract, including:

PAC language: WSNA does not spend union dues on campaign contributions to candidates for public office. Instead, nurses make voluntary donations to the Union's political action fund so that we can effectively support pro-nurse, pro-healthcare candidates. Peace Health has agreed to contract language that empowers nurses to make donations to our PAC (Political Action Committee) through payroll deduction.

Procedural protections for immigrant co-workers: As immigration enforcement actions have escalated, it has become more important than ever to have clear protocols in place for when/if enforcement actions occur at work. Your bargaining committee succeeding in convincing Peace Health to adopt the same protections enshrined in the contract at Peace Health Southwest at United General.

Clear language about the Union's ongoing right to bulletin boards across the hospital

Orientation language That ensures the Union's ability to provide union orientation to new-hires on-campus at United General

New Requirements that the Employer provide adequate training to nurses before NTLs and RNTLs are assigned independent NTL assignments.

Clear expectations for the House Charge role. The contract will require the Employer to train any nurse assigned House Charge responsibilities, and clarifies that being trained is strictly voluntary. The new agreement also strengthens the Employer's obligation to backfill a House Charge's assignment. In the absence of a backfill, the Employer is obligated to pay pyramiding NTL and House Charge premiums

Clear scheduling language that replaces the old calendar-month system with the four week scheduling system.

Holiday Scheduling: Fair and equitable inclusion of Per Diem nurse staff in holiday scheduling that matches the holiday scheduling at St. Joe's.

Straight Time Pay Definition: Now includes PNAP in addition to all other wage premiums

Low Census: The contract will now include **clear definitions of mandatory vs voluntary low census**, and clear obligation for the employer to track both.

Floating: The contract now guarantees that nurses can only be floated on consecutive shifts when/if mutually agreed by the nurse and their supervisor.

PTO: The Bargaining committee succeeding in adding clearer language throughout the PTO article, including:

- Clear request timelines per the new four week scheduling system
- Empowers nurses to use partial days of PTO to cover leaves/absences without requiring approval from a manager/supervisor
- Additional window of time to request PTO cash-out annually (during benefit enrollment)
- Clarifies that PTO is also to be cashed-out when/if a nurse transitions from a benefited to a non-benefited position (i.e. Per Diem)

Protected Leave: Clear integration of Washington State's Paid Family and Medical Leave laws into the agreement

Bereavement

- Improved benefit from 4 days/36 hours to 4 shifts

- Added the ability to take leave in the event of a miscarriage or stillbirth and integral members of a families' household that are not otherwise named as eligible family members

Training Programs

- Inclusion of ARC and Oncology

Meetings and Inservice

- Clear language lining-out nurses' eligibility for OT, and elaborating the Employer's obligation to offer trainings at different times

Lactation Space

- Improved the Employer's obligation to provide adequate break time and space for lactating employees from the first 18 to the first 24 months of life.
- Guaranteed temporary space near the Emergency Department for lactating employees, and a guaranteed future permanent space near the Emergency Department.

Benefits Committee: Removed language that circumscribed the committee's scope to narrow conversations centered on cost-saving.

Grievance Procedure

- All timelines throughout the procedure are uniformly "calendar" and not "work" days, which improves nurses' window of time for seeking redress when the contract is violated.
- Added alternative dispute resolution options to resolve grievances prior to costly arbitrations.

Hospital Staffing Committee

- Updated language to reflect updates to WA state law, including the obligation to meet monthly.
- Achieved requirement for the NW Regional Executive of Peace Health to attend UGMC's Staffing Committee at least 2x per year

FIGHTING TAKE-AWAYS

In addition to all these improvements, the Bargaining Team effectively blocked the Employer's take-away proposals:

STOPPED the Employer's effort to limit the Union's ability to bargain over changes to medical insurance and retirement.

STOPPED the Employer's effort to convert our percentage based shift differential system to a fixed-dollar differential.

The Bargaining Team made one compromise regarding Per Diem work requirements. Going forward, Per Diem nurses must provide 1 weekend shift of availability per 4 week scheduling period.

YOUR BARGAINING UNANIMOUSLY RECOMMENDS A **YES VOTE** NEXT THURSDAY,
OCTOBER 29!