

WSNA UWMC-Montlake CBA 2025-2027
Summary of Tentative Agreement

This Tentative Agreement includes the employer moving away from the Kronos Rounding Timekeeping System and to the (ATR) Actual Time Recorded or minute to minute timekeeping/clocking system.

As part of the move to ATR, this will be accompanied by the removal of the 28/160 Flexible Scheduling System also known in our contract as the Innovative Work Schedule.

RNs will no longer be "Salaried" and will become "Hourly" employees upon implementation of these changes.

Item	Tentative Agreement 8.20.25
General Wage Increase (Art. 9)	3% 2%
Recruitment & Retention Adjustment (MOU)	2% (1% on ratification; 1% July 1, 2026) Effective 1 st pay period after ratification (i.e. Sept.1)
On Call Premium	9.3 – \$7 (CCL)
Eliminate Ghost Steps	Eliminate all Ghost Steps
Add additional top step	RN 2 & 3 – additional top step for each
Night Shift Premium	\$5
Evening Shift Premium	\$3
Sunday Premium	\$3
STAT RN Premium	\$7 (4+3) (9.17)
Charge Nurse Premium	\$3
Preceptor Premium	\$2

- **Premiums for Per Diems** – Nonpermanent RNs now eligible for following NEW premiums: Sunday Night Premium (\$3); Cross Entity Float (\$4); Clinical Advisory (\$1.50); RVAT (\$4); STAT RN (\$4); Float Pool (\$5)
- **Work Schedules** must now be posted 23 days in advance instead of 16. Art. 7.4
- **Meal/Rest Period Language** – updated to reflect new state law (RCW 49.12.187; 49.12.480(1)(d)(i)). Art. 7.11
- **Improved Donning/Doffing language** – clarifies that changing in/out of required scrubs is paid time. Art. 7.13.
- **Civic Duty** – (jury duty) hours are paid, plus RNs released from schedule 12 hours before and 12 hours after. Art. 15.8

WSNA UWMC-Montlake CBA 2025-2027
Summary of Tentative Agreement

- **Sick Leave** – can use it for domestic violence situations, and during suspended operations if no paid leave available. Art. 16
- **Bereavement Leave** – expanded to 5 days, was 3; can use it if loss of pregnancy. Art.16.4
- **No Show** – more lenient language and time period if RN is a no-show. Art. 19.