

UWMC Comprehensive Summary of Tentative Agreement

1. 7% Wage increase over two years (3% wage and 1% signing bonus year 1. 2% raise and 1% retention bonus year two)
2. Lump sum bonus of \$1500 paid out July 15, 2026 (prorated, to be paid out within 90 days of that date)
3. Elimination of existing “ghost” steps; in years past, an RN could go up a step without getting a pay increase
4. Additional Step added to the top for both RN2 and RN3, recognizing employee service
5. Night shift premium increased from \$4.50 to \$5/hr
6. Evening shift premium increased from \$2.50 to \$3/hr
7. New Sunday Night Premiums of \$3/hr between Sunday at 1900 and Monday at 0700
8. Charge Nurse Premium increased from \$2.50 to \$3/hr
9. Preceptor Premium increased from \$1.50 to \$2/hr
10. Premiums not previously realized by Per Diem (Intermittent) RNs, will now be realized including Sunday Night premium (\$3), Cross Entity Float (\$4), Clinical Advisory (\$1.50), RVAT (\$4), STAT RN (\$4), Float Pool (\$5)
11. Work Schedules will now be posted 23 days in advance of schedule onset rather than 16 which gives RNs more time to plan life around work
12. Updated Meal and Rest Break Language to match the law so as to eliminate misinterpretations by managers
13. Sick Leave can be used for domestic violence situations, and during suspended operations if no paid leave is available.
14. Improved Donning/Doffing language that recognizes the mandate to change into and out of scrubs in certain areas as Paid Time. The new language offers up to 10 minutes on either side of a scheduled shift as paid time to change into and out of hospital required, hospital provided and laundered scrubs.
15. Improved Civic Duties Language so that Jury Duty Hours are paid, plus RNs released from schedule 12 hours before and 12 hours after this jury duty time.
16. RNs can now use Educational and Professional Leave time to participate in King County Nurses Association Educational and Professional development events and community partnership events.
17. The capture of RNs currently working a .975 and only 12-hour shifts will be permitted to schedule for up to forty-eight (48) hours in a calendar week once per four-week schedule period. Eight hours of this time will be paid at the applicable overtime rate of pay.

18. Units may elect to establish a unit-based scheduling committee to provide input on the creation of the unit's scheduling.
19. Both parties agree to meet no less than 2 eight-hour days to bargain the impacts of the transition to ATR and its impact on scheduling.
20. Education money available will go from \$250 to \$350 to be used up to \$600 per bargaining unit FTE
21. Improved Workplace Violence Committee participation now allowing 2 RNs on the committee instead of 1
22. Bereavement Leave has been expanded from 3 days to 5 days
23. Prolonged No-Show Language more lenient to capture extenuating circumstances
24. While Comp time for OT and DT remain, due to ATR, straight time comp time is no longer available
25. Also, due to implementation of ATR, Scheduling option for 28/160 will no longer be available and any RN currently considered Salaried will become Hourly