

Summary of UW – WSNA Northwest 2025-2027 Agreement

Contract Provision	SUMMARY OF CHANGES
Preamble	No Change – The parties agreed to maintain current contract language.
Article 1 - Recognition	No Change – The parties agreed to maintain current contract language.
Article 2 - Association Membership/Dues Deduction	Updates – The parties agreed to: <ul style="list-style-type: none"> • Merge the contents of <i>Article 3 – Association Representatives</i> into this article and update the name to <i>Article 2 – Association Representatives, Dues Deduction, Activities</i>. • New language that will allow WSNA members to voluntarily deduct funds from their paychecks to contribute to the WSNA Political Action Committee. • Remove language around union roster reports and move it into a new appendix. • New language detailing the process for submitting information requests.
Article 3 - Association Representatives	Updates – The parties agreed to strike this article and move its contents into Article 2 – Association Membership/Dues Deduction.
Article 4 – Definitions	Updates – The parties agreed to: <ul style="list-style-type: none"> • Update the definition of a preceptor, including clarifying that preceptor pay is generally not paid to RNs who participate in general orientation and teaching of health care professionals and personnel, and remove the requirement that the nurse be enrolled in a defined preceptor program. • Update the definition of the certification pay premium for nurses who obtain and maintain a current, nationally recognized certification in a specialty representative of the patient population to which they are primarily assigned, and add language around the process for submitting a certification to Human Resources.
Article 5 - Employment Practices	Updates – The parties agreed to: <ul style="list-style-type: none"> • New language detailing the policy for resignation and abandonment, stating that employees who fail to appear for work and report their absence on three (3) consecutive shifts would be deemed to have resigned. Employees will be able to submit a written petition for reinstatement to their supervisor, with proof that the absence could not be avoided, within fourteen (14) days of the employer mailing the separation notice. • Update language on discipline to more accurately reflect general principles of corrective action and progressive discipline, including language for each step of the corrective disciplinary action process and Union representation at each step. • Move language around just cause and scheduling for nonpermanent and intermittent employees into the Nonpermanent and Intermittent article. • Allow WSNA to select an additional RN to participate in the Workplace Violence Prevention Committee, totaling two (2) RNs, with additional members allowed on an ad hoc basis on unpaid time. • Convene a Northwest-specific Workplace Violence Prevention workgroup consisting of the two NW RNs serving on the main WPVC, plus a Northwest campus security representative and two other management personnel as determined by the Employer. The workgroup will determine how frequently to meet and such meetings will be on paid time.
Article 6 – Seniority	Updates – The parties agreed to:

Summary of UW – WSNA Northwest 2025-2027 Agreement

	<ul style="list-style-type: none"> • New language that requires the Employer to make a good faith effort to place employees on low census for an entire shift or for a single four-hour increment at the start or end of a nurse's shift. Nurses will be offered standby in lieu of low census and if they choose not to accept standby, they may be placed on low census. • Updated language that requires the Employer to ask for volunteers before canceling intermittent or nonpermanent nurses during periods of low census. • New language that requires the Employer to take skill mix into consideration before cancelling nurses due to low census. • Updated low census groups, including the addition of behavioral health, and vascular and neuromodulation procedural areas. • Updated low census notification times that requires the Employer to provide notice to nurses called off for low census not less than two (2) hours prior to starting time for all shifts.
Article 7 - Hours of Work and Overtime	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Updated language defining a workday, stating a normal work day shall consist of eight (8), ten (10), or twelve (12) hours. • Updated language around calculation of overtime where nurse's straight time rate of pay shall no longer include shift differential. • New language that defines compensatory time off and its usage, stating that the Employer retains the right to grant compensatory time in lieu of monetary payment if requested by a nurse. No more than forty (40) hours of compensatory time may be accrued at a given time. All applicable premiums and differentials shall be included in payment for compensatory time off. Compensatory time will need to be used or paid by June 30th of each fiscal year, or when a nurse leaves University employment, or when the nurse transfers within their department to a position with a different funding source, or when the nurse transfers to apposition in another department. • Added language pursuant to RCW 49.12.187, including language outlining meal and rest break requirements as well as the ability to waive or combine breaks and meal periods via signed waivers. • Updated language around shift rotation, stating that a nurse is entitled to take up to 48 hours of rest both before and after a shift rotation occurs if the change in start time from the nurse's regular shift to the adjusted shift is greater than or equal to ten (10) hours. The Employer will limit required shift start changes of more than 8 hours to one (1) per 28-day work schedule. • New language around donning and doffing stating that nurses who are required to change into and out of employer-required, employer-provided, and employer-laundered scrubs must be paid for time spent changing, and allowing nurses a grace period of up to 10 minutes during their regularly scheduled shift for donning and doffing at the beginning and end of their shift.
Article 8 - Compensation	<p>Updates – The parties agreed to increase salary ranges for all UWMC-NW nurses by 3% effective within 90 days of ratification on the first available pay period, and an additional 2% on July 1, 2026.</p>
Article 9 - Other Compensation	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Increase evening shift differential to pay \$3/hour and increase night shift differential to pay \$5/hour. • Increase the low census standby premium to pay \$7/hour.

Summary of UW – WSNA Northwest 2025-2027 Agreement

	<ul style="list-style-type: none"> • Increase charge nurse premium to pay \$3/hour. • Increase preceptor premium pay to \$2/hour. • Create new Sunday night premium that will pay \$3/hour for each hour a nurse works on Sunday nights, defined as 7:00pm Sunday through 7:00am Monday. RNs will be paid the Sunday night premium if majority of hours are worked during that timeframe. • Remove incentive shifts, and instead create pre-scheduled voluntary overtime shifts that pays at rate of time and a half (1.5x) a nurse's regular rate of pay plus an additional two (2) hours of extra pay for the shift at the regular rate of pay. The premium will not be paid if the shift is cancelled at least two (2) hours prior to the start of the shift. Nurses will receive the premium for a minimum work period of three (3) hours. • Create a new STAT Nurse premium that will pay RN2s designated at STAT nurses \$4/hour for every hour worked as a STAT nurse, plus the Charge Nurse premium of \$3/hour for every hour worked as a STAT Nurse. RN3s designated as STAT nurses will be receive the \$4/hour premium for every hour worked as a STAT nurse.
Article 10 - Holiday and Vacation Time Off	Updates – The parties agreed to add vacation time off hour accrual rates in addition to accrual rates for vacation days.
Article 11 - Sick Time Off	Updates – The parties agreed to: <ul style="list-style-type: none"> • New language that will allow employees to use sick time for preparation and participation in immigration proceedings for themselves or family members. • New language that allows the use of sick time off for mental or physical illnesses, as well as for cases when the employee or employee's family member is a victim of domestic violence, sexual assault, or stalking. • Increased allowances of bereavement time off to five (5) days and to include the loss of pregnancy as an eligible use of bereavement time. • New language detailing the Voluntary Employee Beneficiary Association (VEBA) to align with changes to WAC 357-31-375, which requires that RNs who separate from state service due to retirement or death be compensated for their total unused sick time off at the rate of 25%.
Article 12 - Medical and Insurance Benefits	Updates – The parties agreed to updated language to align with the coalition health care benefits agreement reached for the 2025-27 biennium.
Article 13 - Leaves of Absence	Updates – The parties agreed to: <ul style="list-style-type: none"> • Increase the amount of bereavement days granted to five (5) days. • New language governing nurses in cases of suspended operations, stating that nurses released until further notice after reporting to work when prior notice had not been given will be paid for their scheduled shift on the first day of suspended operations. Nurses not required to work the balance of the closure will be allowed to use vacation time off, personal holiday, compensatory time, holiday credit, sick time off if all other paid time off is exhausted, or unpaid time off. In cases where a nurse's workplace has been closed for any health-related reason or after an emergency declaration by local, state, or federal government, accrued sick time may be used.
Article 14 – Family Medical Leave Act and Parental Leave	No Change – The parties agreed to maintain current contract language.
Article 15 – Committees	Updates – The parties agreed to:

Summary of UW – WSNA Northwest 2025-2027 Agreement

	<ul style="list-style-type: none"> Update the name of the Nurse Staffing Committee to the Hospital Staffing Committee to reflect current practice. New language around the Hospital Staffing Committee, stating that the Union will recognize that membership of the committee will be expanded to accommodate non-nursing staff members represented by SEIU 1199NW. Additionally, the parties agreed to updated language detailing the composition of the Hospital Staffing Committee, stating that at least 50% of the voting members of the HSC will be nursing staff and that WSNA shall select all of the RN voting members, while the other 50% will be selected by hospital administration. The new language states that the HSC will approve all staffing plans only by a 50% plus 1 (or more) majority vote of all voting members present. Finally, the parties agreed to language that will require agenda items for the Conference Committee to be provided at least one week in advance.
Article 16 - Staff Development	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> New language that will allow nurses to use educational and professional leave to participate in King County Nurses Association educational and professional development events and Community Partnership experiences in accordance with the UWMC Nurse Community Partnership Committee. Increase the amount of education support funds available to nurses to \$350 per year. Nurses can use funds over the allowed \$350 per year, per nurse, as available, via the pool of funds which was increased to \$600 per year.
Article 17 - Grievance Procedure	<p>Updates – The parties agreed to updated language around the arbitration process, stating that once a grievance is advanced to arbitration and an arbitrator is selected, the Union and the University must begin the arbitration scheduling process and provide availability to the arbitrator within thirty (30) calendar days of the parties selecting an arbitrator and that the parties must use best efforts to schedule a hearing date within six months (180 calendar days) of the arbitrator being selected.</p>
Article 18 - Management Responsibilities	<p>No Change – The parties agreed to maintain current contract language.</p>
Article 19 - Uninterrupted Patient Care	<p>No Change – The parties agreed to maintain current contract language.</p>
Article 20 - General Provisions	<p>No Change – The parties agreed to maintain current contract language.</p>
Article 21 – Posting, Transfer, Promotions, Reallocation	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> Redefine a promotion as being a movement from an RN2 to an RN3 position. New language around trial service for movement outside of the bargaining unit. The new language will require nurses who transfer, promote, or voluntarily demote to a position outside the bargaining unit, but within UW Medicine, to serve a six (6) month trial service period. Nurses serving a trial service period will be allowed to voluntarily revert to their former permanent position within six (6) weeks of the appointment if that position hasn't been filled. Nurses will also be allowed to revert to their prior position after six (6) weeks with Employer approval.
Article 22 – Nonpermanent and Intermittent (Formerly Per Diem) Nurses	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> Move language from Article 5 that allows an intermittent or nonpermanent nurse who is separated to request a meeting with a representative of WSNA, Human Resources, and the manager of the department or designee to discuss the action within twenty-one (21) days of the action, and moved language requiring nonpermanent and

Summary of UW – WSNA Northwest 2025-2027 Agreement

	<p>intermittent nurses to work a cumulative 1,872 non-overtime hours or more from date of hire with the University for the just cause requirement to apply.</p> <ul style="list-style-type: none"> • Increase rate of shift differential and premiums to align with increases as outlined in Article 9 – Other Compensation. • Allow nonpermanent and intermittent nurses to receive the Charge Nurse, Preceptor, Float Pool, STAT RN, and Sunday Night premiums.
Article 23 - Release Time	Updates – The parties agreed to new language that will not allow time spent in bargaining on paid release time to result in missed meal or rest breaks or the rest between shifts premium.
Article 24 - Duration	Updates – The parties agreed to a two-year contract duration that will expire on June 30, 2027 once an agreement is reached.
New Article XX - Salary Overpayment Recovery	Updates – The parties agreed to move the provisions of MOU – Salary Overpayment Recovery into a new Article, and clarified language around repayment options for active vs. separated employees.
Appendix A – Training Agreement	No Change – The parties agreed to maintain current contract language.
Appendix B – Ten Hour Work Schedule	Removed – The parties agreed to strike and remove this appendix.
Appendix C – Twelve Hour Shifts	Removed – The parties agreed to strike and remove this appendix.
Appendix D – Clinical Clusters Pertaining to Article 6 - Seniority	Updates – The parties agreed to update Appendix D to better capture appropriate units and departments across UWMC-Northwest for purposes of seniority.
Appendix E – Pay Table	No Change – The parties agreed to maintain current contract language.
New Appendix XX - Union Rosters	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Move this information from Article 2 into a new appendix. • Update language around union roster information to more accurately reflect the information provided in the roster reports.
New MOU – Additional Wage Increases	Updates – In addition to increases to pay as defined in Article 8 – Compensation, the parties agreed to an additional 1% increase to nurse salaries within 90 days of ratification and effective on the first pay period after ratification, and an additional 1% effective on July 1, 2026.
New MOU - Non-Monetary Steps	Updates – The parties agreed to eliminate all non-monetary steps for all ranges on pay table BZ. Where there is a non-monetary step, the Employer will increase the value of the non-monetary step by half the difference between the step below and the step above the non-monetary step. The RN3 scale will be amended to reflect 8% above the RN2 scale at each of the previously non-monetary steps of the wage scale.
New MOU - New Top Auto Step AE	Updates – The parties agreed to create a new top step AE for the RN3 pay scale on pay table BZ, which is 8% higher than the current top step of the RN2 pay scale.

Summary of UW – WSNA Northwest 2025-2027 Agreement

New MOU - House Bill 1879	Updates – The parties agreed to create a new MOU with language that will ensure compliance with RCW 49.12.480, allowing nurses to voluntarily waive their meal period for shifts less than 8 hours, and stating that the Employer will provide WSNA with notice and an opportunity to bargain over any changes to the waiver form.
New MOU - Facilitated Mediation RE: System Wide Float Pool	Updates – The parties agreed to create a new MOU stating that both parties will request facilitated mediation from PERC within 90 days of ratification to develop a tiered system wide float pool for clinical staff, with the goal of addressing changes in staffing needs across campuses, including Harborview Medical Center and UWMC Northwest and Montlake. This new MOU requires the parties to commit to meeting at least monthly with the mediator, for up to 12 months, to develop a process. Up to 5 employees at each campus would be provided paid time to attend each session.
MOU - PACU Standby	Moved – The parties agreed to move this mid-cycle MOU into the body of the contract.
MOU – Voluntary Extra Shifts at UWMC-NW and Montlake Campuses	Moved – The parties agreed to move this mid-cycle MOU into the body of the contract.
MOU - BSN Scholarship Program	No Change – The parties agreed to maintain existing contract language.
MOU - Early Recruitment and Retention Wage Increases	Removed – The parties agreed to remove this expired MOU.
MOU - Open Shifts	No Change – The parties agreed to maintain existing contract language.
MOU - Pay Ranges for Registered Nurses	Removed – The parties agreed to remove this expired MOU.
MOU - Salary Overpayment Recovery	Removed – The parties agreed to move the contents of this MOU into New Article XX – Salary Overpayment Recovery.
MOU - UW Medicine Pre-Scheduled Voluntary Double-Time Shift Incentive for Critical Staffing Needs	Removed – The parties agreed to remove this expired MOU.
MOU - Voluntary Float Between UWMC-NW And Montlake Campuses	No Change – The parties agreed to maintain existing contract language.
MOU - Meal and Rest Breaks for UWMC-NW	Removed – The parties agreed to remove this expired MOU.
Side Letter A - U-PASS	No Change – The parties agreed to maintain existing contract language.