

# Summary of UW – WSNA Montlake 2025-2027 Agreement

Contract Provision	SUMMARY OF CHANGES
<b>Preamble</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 1 - Purpose</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 2 - Nondiscrimination</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 3 - Affirmative Action</b>	<b>Minor Changes:</b> The parties agreed to minor housekeeping changes in this Article.
<b>Article 4 - Recognition/Employer</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 5 - Association Representatives, Dues Deduction, Activities</b>	<b>Updates</b> - The parties agreed to: <ul style="list-style-type: none"> <li>Strike language in Section 5.4 regarding Union roster reports and instead reference Appendix IV for information on Union roster reports.</li> <li>New language detailing the process for the Union submitting information requests, stating that all requests must be submitted to the Office of Labor Relations and must clearly identify what information is being sought.</li> </ul>
<b>Article 6 - Bargaining Unit Classes/Definitions</b>	<b>Updates</b> - The parties agreed to: <ul style="list-style-type: none"> <li>Update the definition of a full-time nurse to being an RN who works on a regularly scheduled basis at least forty (40) hours in a 7-day period, eighty (80) hours in a 14-day period, or one hundred sixty (160) hours in a 4-week period.<sup>1</sup></li> <li>Update the definition of a part-time nurse to being an RN who has committed to regularly working and who is assigned a scheduled FTE of less than forty (40) hours per week (less than 1.0 FTE) in a 7-day period, or fewer than eighty (80) hours in a 14-day period, or fewer than one hundred sixty (160) hours in a 4-week period.<sup>2</sup></li> </ul>
<b>Article 7 - Hours Of Work and Overtime</b>	<b>Updates</b> - The parties agreed to: <ul style="list-style-type: none"> <li>Updated language around usage and cash out of compensatory time off, stating that compensatory time will need to be used or paid by June 30<sup>th</sup> of each fiscal year, and that a nurse's unused compensatory time balance will be cashed out every June 30<sup>th</sup> or when the nurse leaves University employment. Additionally, the updated language will allow nurses to cash out their compensatory time balance when they transfer within their department to a position with different funding sources or when transferring to a position in another department.</li> <li>Changed requirement for posting work schedules from at least 16 days prior to scheduled work period to 23 days prior to scheduled work period.</li> </ul>

<sup>1</sup> The language regarding 160 hours in a 4-week period will be removed effective February 16, 2026. See MOU: ATR Transition and Rounding.

<sup>2</sup> The language regarding 160 hours in a 4-week period will be removed effective February 16, 2026. See MOU: ATR Transition and Rounding.

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	<ul style="list-style-type: none"> <li>• Incorporate language from the MOUs on meal and rest breaks into this Article and added additional language around uninterrupted breaks and the ability to waive meal and rest breaks.</li> <li>• New language around donning and doffing, stating that nurses in certain areas will be paid for time spent donning and doffing and will have a grace period of up to ten (10) minutes during their regularly scheduled shift for donning at the beginning of their shift and ten (10) minutes for doffing at the end of their shift.</li> </ul>
<b>Article 8 - Educational And Professional Development</b>	<p><b>Updates</b> - The parties agreed to:</p> <ul style="list-style-type: none"> <li>• New language that will allow nurses to use educational and professional leave to participate in King County Nurses Association educational and professional events, and Community Partnership volunteer experiences via the UWMC Nurse Community Partnership Committee intranet.</li> <li>• Increase the amount of education support funds allocated to each nurse by \$100 per year, totaling \$350 per year, per nurse. Additionally, the parties agreed to increase the amount of funds nurses can use over the allowed \$350 per year via the pool of funds by \$100, totaling \$600 per year, per nurse, as available.</li> </ul>
<b>Article 9 - Salaries/Pay Items</b>	<p><b>Updates</b> - The parties agreed to:</p> <ul style="list-style-type: none"> <li>• New language around progression start dates to outline current practice around annual step increases.</li> <li>• Increase nurse salaries by three percent (3%) within 90 days of the Union ratifying the agreement and effective on the first pay period after ratification, and an additional two percent (2%) on July 1, 2026.</li> </ul>
<b>Article 10 - Premium Pay</b>	<p><b>Updates</b> - The parties agreed to:</p> <ul style="list-style-type: none"> <li>• Increase evening shift differential to pay \$3/hour and increase night shift differential to pay \$5/hour.</li> <li>• Increase the charge nurse premium to pay \$3/hour.</li> <li>• Updated language around the standby premium to distinguish between standby and on call. For the standby premium, added language to state that RNs would be paid the premium if they volunteer to be on standby status off the UWMC-Montlake premises. Additionally, nurses will receive the premium for a minimum work period of 3 hours when they leave the institution grounds and are called in from standby status.</li> <li>• New language clarifying the parameters for the on-call premium, stating that RNs placed on call off the UWMC-Montlake premises shall be compensated at rate of \$7/hour. When a nurse leaves institution grounds and is called in, the nurse shall receive time and one-half (1.5x the nurse's regular rate) for a minimum work period of 3 hours.</li> <li>• Updated language around call back pay to state that when a nurse is not on institution grounds and is called into work outside of regularly scheduled hours, they shall receive time and one-half pay (1.5x the nurses's regular pay) for a minimum work period of 3 hours, in addition to two hours bonus pay.</li> </ul>

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	<p>Any time actually worked in call back and when not on standby or on call shall be compensated at rate of time and one-half (1.5x the nurse's regular pay) and bonus pay will be compensated at the regular rate.</p> <ul style="list-style-type: none"> <li>• Increase the preceptor premium to pay \$2/hour.</li> <li>• Added language to the certification premium section clarifying that it is the responsibility of the RN to provide evidence of the certification to HR and stating that the premium is not retroactive to the date of recertification.</li> <li>• Increase the STAT Nurse premium to pay \$3/hour.</li> <li>• Increase the Extra-Corporeal Life Support (ECLS) premium to pay \$3/hour.</li> <li>• 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.</li> </ul>
<b>Article 11 - Employment Practices</b>	<p><b>Updates</b> - The parties agreed to:</p> <ul style="list-style-type: none"> <li>• New language around the Hospital Staffing Committee, including language around the composition of the committee as well as the voting practices for the committee for approval of all hospital staffing plans. Removed existing language around the Nurse Staffing Committee.</li> <li>• Allow WSNA to select an additional RN to participate in the Workplace Violence Prevention Committee, totaling two (2) Montlake RNs.</li> <li>• Convene a Montlake-specific Workplace Violence Prevention workgroup consisting of the two ML RNs serving on the main WPVC, plus a UWMC Public Safety 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. Additional WSNA-Montlake members may be invited to attend the WPV-ML workgroup on an ad hoc basis on unpaid time.</li> </ul>
<b>Article 12 - Holiday And Vacation Time Off</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 13 - Family Medical Leave and Parental Leave</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 14 - Washington Family Medical Leave Program</b>	<b>Minor Changes:</b> The parties agreed to minor housekeeping updates in this Article.
<b>Article 15 - Other Leaves of Absence</b>	<p><b>Updates</b> - The parties agreed to:</p> <ul style="list-style-type: none"> <li>• New language that will allow nurses to receive civil duty time off for any scheduled work shifts twelve hours immediately before and after the civil duty. Removed language stating that nurses are required to reimburse the institution for compensation received for civil duty.</li> </ul>

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	<ul style="list-style-type: none"> <li>Remove outdated language around progression start dates that is no longer applicable.</li> </ul>
<b>Article 16 - Sick Time Off</b>	<p><b>Updates</b> - The parties agreed to:</p> <ul style="list-style-type: none"> <li>New language that adds the ability for employees to use sick time for preparation and participation in immigration proceedings for themselves or family members, increasing bereavement leave from three (3) days to five (5) days, and expanding the definition of family member for purposes of bereavement leave to align with the definition for sick time off.</li> <li>New language that will allow employees to use sick time off in cases where the employee or a family member of the employee is a victim of domestic violence, sexual assault, or stalking, as well as new language that aligns with updated Washington State laws that allows employees to use bereavement time off for the loss of pregnancy.</li> <li>Updated language that will require 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%, and that the Employer will deposit the equivalent funds into a Health Reimbursement Account (HRA) through VEBA and compensation will be based on the employee's salary at the time of separation.</li> </ul>
<b>Article 17 - Conference Committee</b>	<p><b>Updates</b> – The parties agreed to new language that will require both parties to make their best efforts to provide agenda items at least one week in advance of Conference Committee meetings.</p>
<b>Article 18 - Employee Facilities</b>	<p><b>No Change:</b> The parties agreed to maintain existing contract language.</p>
<b>Article 19 - Corrective Action (Progressive Discipline) Dismissal and Resignation</b>	<p><b>Updates</b> - The parties agreed to:</p> <ul style="list-style-type: none"> <li>New language stating that no full- or part-time RN who has completed their probationary period will be subject to corrective action except for just cause.</li> <li>Strike language that allowed the Employer to approve a period of one (1) day of paid time off for an RN failing to follow a final disciplinary counseling action plan for them to consider the consequences of failing to follow the action plan.</li> <li>New and updated language around resignations. Updated language will require nurses to give 14 calendar days' written notice of resignation to their manager and the Employer will give consideration to situations that would make such notice by the nurse impossible.</li> <li>New language around presumptions of resignation and abandonment. New language states that employees who fail to appear for work and report their absences on three (3) consecutive workdays will be deemed to have resigned. Within fourteen (14) days of mailing the separation notice and upon proof that the failure to report their absences couldn't be avoided, an employee will be allowed to submit a written petition for reinstatement to their supervisor.</li> </ul>
<b>Article 20 - Grievance Procedure</b>	<p><b>Updates</b> - The parties agreed to:</p>

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	<ul style="list-style-type: none"> <li>Updated language around the arbitration scheduling process, stating that once a grievance is advanced to arbitration, 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.</li> </ul>
<b>Article 21 - Seniority, Layoff, And Rehire</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 22 - Posting, Transfer, Promotions, Reallocation</b>	<b>Updates</b> - The parties agreed to: <ul style="list-style-type: none"> <li>Update the definition of Promotion to be defined as movement from an RN2 to an RN3 job classification.</li> <li>New language that distinguishes between trial service periods for movement within the bargaining unit and movement outside the bargaining unit, including a new section detailing the process for trial service for movement outside the bargaining unit. Nurses who transfer, promote, or voluntarily demote to a position outside the bargaining unit, but within UW Medicine, will serve a six (6) month trial service period and the same rights will apply as nurses who transfer within the bargaining unit.</li> </ul>
<b>Article 23 - Worker's Compensation Leave</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 24 - Management Rights and Responsibilities</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 25 - Performance Of Duty</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 26 - Complete Understanding</b>	<b>Updates</b> - The parties agreed to remove this Article and move its contents and provisions into Article 29 – Complete Agreement.
<b>Article 27 - Insurance And Pension</b>	<b>Updates</b> - The parties agreed to updated language to align with the coalition health care benefits agreement reached for the 2025-27 biennium.
<b>Article 28 - Savings Clause</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 29 - Complete Agreement</b>	<b>Updates</b> - The parties agreed to move the contents of <i>Article 26 – Complete Understanding</i> into this article with minor housekeeping edits.
<b>Article 30 - Nonpermanent And Intermittent (Formerly Per Diem) Nurses</b>	<b>Updates</b> - The parties agreed to: <ul style="list-style-type: none"> <li>New language clarifying that the nonpermanent or intermittent nurses must work a cumulative of 1,872 non-overtime hours or more from their date of hire in continuous employment with UWMC in a nonpermanent or intermittent job profile for the just cause requirement to apply.</li> <li>Update premium rates to align with the agreed-upon increases in Article 10 – Premium Pay.</li> </ul>

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	<ul style="list-style-type: none"> <li>Expand premium eligibility for nonpermanent/intermittent nurses to include the new Sunday Night, Cross Entity Float, Clinical Advisory, Resource Vascular Access (RVAT), STAT RN, and Float Pool premiums.</li> </ul>
<b>Article 31 - Duration Of Agreement</b>	<b>Updates</b> - The parties agreed to a two-year contract duration that will expire on June 30, 2027, once an agreement is reached.
<b>New Article XX - Salary Overpayment Recovery</b>	<b>Updates</b> - 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.
<b>Appendix I - Pay Tables</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Appendix II - Clinical Clusters Pertaining to Article 21 - Layoff</b>	<b>Updates</b> - The parties agreed to update Appendix II to better capture appropriate units and departments across UWMC-Montlake for purposes of layoffs.
<b>Appendix III - Innovative Work Schedule Agreement Form</b>	<b>Removed</b> – The parties agreed to strike and remove this Appendix.
<b>Appendix IV - Union Roster Reports Post Workday Implementation</b>	<b>Updates</b> - The parties agreed to updated language around union roster information to more accurately reflect the information provided in the roster reports.
<b>MOU - Early Recruitment and Retention Wage Increases</b>	<b>Removed</b> – The parties agreed to strike and remove this MOU.
<b>MOU – Ground Rules Governing Negotiations for the 2023 – 2025 Agreement</b>	<b>Updates</b> - The parties agreed to strike language around meeting start times, guidelines around use of technology, and creation of the final agreement draft.
<b>MOU – Intermittent, Nonpermanent, and Represented Temporary Employees</b>	<b>Removed</b> – The parties agreed to strike and remove this MOU.
<b>MOU – Meal and Rest Breaks for UWMC-ML</b>	<b>Removed</b> – The parties agreed to strike and remove this MOU.
<b>MOU – Parking Citations for Nurses with Valid UW Parking Permits</b>	<b>Updates</b> - The parties agreed to update the language in this MOU to more accurately reflect parking processes, stating that nurses who are requested to stay past their scheduled shift will notify parking services that their permits will expire through the appropriate channels in order to preempt a parking citation.

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<b>MOU – Pay Ranges for Registered Nurses</b>	<b>Removed</b> – The parties agreed to strike and remove this MOU.
<b>MOU – Premiums at UWMC – Montlake</b>	<b>No Change</b> – The parties agreed to maintain existing contract language.
<b>MOU – Public Records Requests and Privacy</b>	<b>No Change</b> – The parties agreed to maintain existing contract language.
<b>MOU – Release Time</b>	<b>Updates</b> - The parties agreed to revise language to align with WSNA-NW, stating that WSNA will request release for nurses on the bargaining team as far in advance as possible.
<b>MOU – Rest Breaks</b>	<b>No Change</b> – The parties agreed to strike and remove this MOU.
<b>MOU – Salary Overpayment Recovery</b>	<b>Updates</b> - The parties agreed to remove this MOU and move its contents and provisions into New Article XX – Salary Overpayment Recovery.
<b>MOU – On-Call/Standby</b>	<b>Updates</b> – The parties agreed to update the name of this MOU to include “On-Call.”
<b>MOU – UW Medicine Pre-Scheduled Voluntary Double-Time Shift Incentive for Critical Staffing Needs</b>	<b>No Change</b> – The parties agreed to strike and remove this MOU.
<b>MOU – Voluntary Float Between Montlake and NW Campuses</b>	<b>No Change</b> – The parties agreed to maintain existing contract language.
<b>MOU – Voluntary Standby in the Perinatal Daily and Neonatal ICU Unit</b>	<b>No Change</b> – The parties agreed to maintain existing contract language.
<b>MOU – Voluntary Extra Shifts Between UWMC-NW and Montlake Campuses</b>	<b>Moved</b> – The parties agreed to move this mid-cycle MOU into the body of the contract.
<b>New MOU - ATR Transition and Rounding</b>	<p><b>Updates</b> – The parties agreed to create a new MOU stating that on February 16, 2026, the Employer will eliminate its rounding practice and will transition UWMC-Montlake from a salary model to Actual Time Reporting (ATR), and as part of this transition, all RNs will be moved from exempt to non-exempt status. The MOU will also modify the terms of the contract in various articles to align with the Employer’s transition to an Actual Time Reporting (ATR) system on February 16, 2026. Language updates include the removal of provisions allowing for working 160 hours in a 28 day period, and eliminates language regarding rounding.</p> <p>In recognition of the removal of the innovative work schedule option, the parties also agreed to the following:</p>

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	<ul style="list-style-type: none"> <li>RNs who are grandfathered into a 0.975 FTE and working only 12-hour shifts as of the date of the agreement will be permitted to schedule themselves for up to 48 hours in a week once per 4-week schedule period. 8 hours of this time will be paid at the applicable overtime rate.</li> <li>RNs with an FTE below 0.9 are not required to meet their FTE within 1 work week if unit scheduling and skill mix permits, providing it doesn't result in overtime.</li> <li>Units may elect to establish a unit-based scheduling committee consisting of RNs and Management to provide input on scheduling.</li> </ul> <p>The MOU also states that the parties will schedule a minimum of two eight-hour bargaining sessions to bargain the impacts of the change, as well as two one-hour JLMs to answer employee questions.</p>
<b>New MOU - Facilitated Mediation Re: System Wide Float Pool</b>	<b>Updates</b> – The parties agreed to create a new MOU that will require them to 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 creating an equitable and effective method of responding to changes in staffing needs across HMC and UWMC Montlake and Northwest campuses. Unless there is agreement between all three campuses, no action will be taken by the Employer.
<b>New MOU – Top Step</b>	<b>Updates</b> – The parties agreed to create a new MOU that will add a new top step to the RN2 pay scale on pay table BJ. The new top auto step AE will be one percent (1%) above step AD. A new top step AE will also be added to the RN3 scale and will be eight percent (8%) above top step AE of the RN2 scale.
<b>New MOU - Non-Monetary Steps</b>	<b>Updates</b> – The parties agreed to create a new MOU that will eliminate all non-monetary steps for all pay ranges on pay table BJ. 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. The RN3 scale will be amended to reflect eight percent (8%) above the RN2 scale at each of the previously non-monetary steps of the wage scale.
<b>New MOU - R&amp;R Wage Increases</b>	<b>Updates</b> – The parties agreed to create a new MOU that will increase nurse salaries by an additional 1% within 90 days of ratification and effective on the first pay period after ratification, plus an additional 1% on July 1, 2026. These increases are additional to those agreed-upon in Article 9 – Salaries/Pay Items.
<b>New MOU – Lump Sum Payment</b>	<b>Updates</b> – The parties agreed to create a new MOU that will pay a lump sum payment to WSNA-Montlake-represented nurses for the amount of one thousand five hundred dollars (\$1,500), prorated by FTE and based on employee status on July 15, 2026. The payment will be made to employees in an active position and with an FTE as of the date of ratification and who remain employed on July 15, 2026. Nonpermanent/intermittent employees are not eligible for the lump sum payment.
<b>Side Letter A – UPASS</b>	<b>No Change</b> – The parties agreed to maintain existing contract language.