

**University of Washington – Washington State Nurses Association (WSNA) – UWMC
Montlake**

12/1/2025 – 06/30/2027 Collective Bargaining Agreement Summary

This summary is provided by the Employer in accordance with RCW 43.88.583. Please note that this is a summary only, and is not intended to be a substitute for reviewing the complete contract. This summary was drafted upon ratification, so please consult the main PDF contract on the LR website for the most up to date contract version.

Information Requested	Responsive Information
The term of the agreement	December 1, 2025 – June 30, 2027
The bargaining units covered by the agreement by state agency	UW Medical Center – Montlake Registered Nurses
Base compensation	<u>Article 9 – Salaries/Pay Items</u> <u>Article 10 – Premium Pay</u> <u>Appendix I – Pay Tables</u> <u>New MOU – R&R Wage Increases</u>
Provisions for and rate of overtime pay	<u>Article 7 – Hours of Work and Overtime</u> <u>Article 30 – Nonpermanent and Intermittent (Formerly Per Diem) Nurses</u> <u>MOU – ATR Transition and Rounding Practice</u>
Provisions for and rate of compensatory time	<u>Article 7.3.8 – Compensatory Time Off</u> <u>Article 12 – Holiday and Vacation Time Off</u> <u>Article 15 – Other Leaves of Absence</u> <u>MOU – ATR Transition and Rounding Practice</u>
Provisions for and rate of any other compensation including, but not limited to, shift premium pay, on-call pay, stand-by pay, assignment pay, special pay, or employer-provided housing or meals	<u>Article 10 – Premium Pay</u> <u>Article 30.6 (I) – Nonpermanent and Intermittent (Formerly Per Diem) Nurses</u> <u>MOU – On-Call/Standby</u>

Information Requested	Responsive Information
	<u>MOU – Voluntary Float between UWMC-NW and Montlake Campuses</u>
Provisions for and rate of pay for each paid leave provision	<u>Article 12 – Holiday and Vacation Time Off</u> <u>Article 13 – Family Medical Leave Act and Parental Leave</u> <u>Article 15 – Other Leaves of Absence</u> <u>Article 16 – Sick Time Off</u> <u>Article 16 – Staff Development</u> <u>Article 30 – Nonpermanent and Intermittent (Formerly Per Diem) Nurses</u>
Provisions for and rate of pay for any cash out provisions for compensatory time or paid leave	<u>Article 7.3.8 – Compensatory Time Off</u> <u>Article 12.1 – Holiday Credit Cash Out</u> <u>Article 12.5 – Vacation Time Off - Cash Payment</u> <u>Article 16.5 – Sick Time Off Cash Out</u>
Temporary layoff provision	<u>Article 21 – Seniority, Layoff, and Rehire</u>
Any impasse procedure subject to bargaining	N/A
Health care benefits provisions expressed as a percentage of cost or as a dollar amount, or in the case of contributions to a third-party benefit fund, the hourly contribution rate to the fund	<u>Article 27 – Insurance and Pension</u>
Any retirement benefit subject to bargaining, or in the case of contributions to a third-party benefit fund, the hourly contribution rate to the fund	N/A
For compensation or fringe benefits with an anticipated cost of fifty thousand dollars or	<u>General Wage Increases: All WSNA-ML represented employees will receive a three</u>

Information Requested	Responsive Information
<p>more, a brief description of each component and its cost that comprises the amount funded by the legislature to implement in accordance with RCW 41.80.010(3)</p>	<p>percent (3%) across-the-board wage increase effective December 1, 2025 and a two percent (2%) across-the-board wage increase on July 1, 2026.</p> <p><u>Additional Wage Increases:</u> All WSNA-NW represented employees will receive a one percent (1%) wage increase effective December 1, 2025 and a one percent (1%) wage increase on July 1, 2026.</p> <p><u>Pay Premiums:</u> The hourly premium rate for evening shift will be increased to \$3/hour, and night shift will be increased to \$5/hour. The hourly charge nurse premium rate will be increased to \$3/hour. The hourly preceptor premium rate will be increased to \$2/hour. The charge nurse premium will also be paid to RN2s designated as STAT Nurses per hour for every hour worked as a STAT Nurse and to RN2s designated as Extra-Corporeal Life Support nurses for every hour worked as an ECLS nurse. A new Sunday Night Premium will be created that will pay \$3.00/hour for any nurse who works Sunday nights (7:00pm Sun – 7:00am Mon). Nonpermanent/intermittent employees are now eligible for the following hourly premiums: Sunday Night, Cross Entity Float, Clinical Advisory, Resource Vascular Access (RVAT), STAT Nurse, and Float Pool.</p> <p><u>Side Letter A – U-PASS:</u> A fully subsidized UPASS will be provided to all eligible bargaining unit employees.</p> <p><u>Flexible Spending Arrangement:</u> As agreed upon during the State Coalition Healthcare bargaining, in January 2026 and again in January 2027, the Employer will make available three hundred (\$300) dollars in a medical flexible spending arrangement (FSA) account for each bargaining unit member with an annual full-time base salary of \$68,004 or</p>

Information Requested	Responsive Information
	<p>less on November 1 of the year prior to the FSA funds disbursement.</p> <p>Attachment A includes costing information for incremental cost of the collective bargaining agreement.</p>
<p>Number of bargaining unit members covered by the agreement as of the date submitted to the office of financial management</p>	<p>Approximately 2300 employees</p>
<p>Content of any agency-specific supplemental agreements affecting (a) through (m) of this subsection</p>	<p>N/A</p>
<p>Any contract provisions that allow the contract to be reopened during the contract term</p>	<p>N/A</p>

PREAMBLE

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Pursuant to the Washington State Law, this Agreement is made by and between the Board of Regents of the University of Washington, hereinafter referred to as the “Employer” and Washington State Nurses Association, hereinafter referred to as the “WSNA” representing certain registered nurses employed by the University of Washington, hereinafter referred to as the “Employer” or the “UWMC – Montlake”.

Tentatively Agreed To:	
<p>For the Union:</p> <p>Signed by:</p> <p><i>Robert H Lavitt</i></p> <hr/> <p>Robert Lavitt - 375DD6A502D445A...</p> <p>Date: 8/24/2025</p>	<p>For the Employer:</p> <p>DocuSigned by:</p> <p><i>Jade Hersch</i></p> <hr/> <p>Jade Hersch - ED538CDB172F42B...</p> <p>Date: 8/21/2025</p>

ARTICLE 1 - PURPOSE

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The purpose of this Agreement is to set forth certain terms and conditions of employment and to provide improved nursing care by promoting joint discussions and collaborative solutions to mutual interests.

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ARTICLE 2 – NONDISCRIMINATION

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2.1 Policy. The Employer and WSNA individually agree that they will not engage in any act or practice or pursue any policy which is discriminatory against any employee who may be a qualified disabled individual, status as a protected veteran (disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, or Armed Forces service medal veteran), military status, or because of age, sex (except where sex or age is a bona fide occupational qualification), sexual orientation, gender identity or expression, genetic information, pregnancy, political affiliation, political belief, marital status, race, national origin, color, creed, religion, immigration status, citizenship, or membership or non-membership in a union. Unlawful harassment is included as a form of prohibited discrimination.

2.2 Sexual Harassment. Prohibited sex discrimination includes sexual harassment, defined as the use of one’s authority or power, either explicitly or implicitly, to coerce another into unwelcome sexual relations or to punish another for his/her refusal, or as the creation of an intimidating, hostile or offensive working or educational environment through verbal or physical conduct of a sexual nature.

2.3 Ombudsman. Bargaining unit members may seek assistance from the University of Washington Office of the Ombud (<https://www.washington.edu/ombud/>)

2.4 Complaints. Nurses who feel they have been the subject of discrimination, harassment, or retaliation are encouraged to discuss such issues with their supervisor, administrator, or Human Resource Consultant for local resolution. The goal of local resolution is to address and resolve problems as quickly as possible and to stop any inappropriate behavior for which a UWMC – Montlake nurse is responsible.

A formal complaint may be filed with the Civil Rights Investigation Office. Nurses may also file discrimination, harassment or retaliation complaints with appropriate federal or state agencies or through the grievance process in accordance with Article 20 (Grievance Procedure) of this Agreement. In cases where a nurse files both a grievance and an internal complaint regarding the alleged discrimination, harassment or retaliation the grievance will be suspended, if the nurse and Employer agree, until the internal complaint process has been completed.

Retaliation against any individual who reports concerns regarding discrimination or harassment, or who cooperates with or participates in any investigation of allegations of discrimination, harassment, or retaliation is prohibited.

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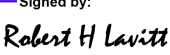
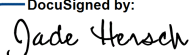
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ARTICLE 3 – AFFIRMATIVE ACTION

3.1 Affirmative Action Program. A tool designed to ensure equal opportunity through procedures and active good faith efforts to correct underutilization of qualified affected group members. It shall not mean any sort of quota system.

3.2 Affirmative Action Plan. Guidelines for development of affirmative action plans are established by the Department of Personnel enumerated in the University of Washington Executive Order 31, which are consistent with requirements set forth by Washington State Executive Order ~~s-11246~~ and Affirmative Action Guidelines issued by the U.S. Departments of Labor and Justice.

Tentatively Agreed To:	
For the Union: Signed by:  Robert Lavitt <small>375DD6A502D445A...</small> Date: 8/26/2025	For the Employer: DocuSigned by:  Jade Hersch <small>ED538CDB172F42B...</small> Date: 8/4/2025

ARTICLE 4 – RECOGNITION/EMPLOYER

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- 4.1 The Employer recognizes WSNA as the exclusive bargaining representative for all registered nurses whose classifications appear in Article 6 of this Agreement and are employed in the recognized bargaining unit.
- 4.2 The Employer is the Board of Regents of the University of Washington acting for the University of Washington Medical Center through its agents, administrators and supervisors as determined by the Board of Regents.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Robert H Lavitt</i></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p>Robert Lavitt - 375DD6A502D445A...</p> <p>Date: 8/24/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Jade Hersch</i></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p>Jade Hersch - ED538CDB172F42B...</p> <p>Date: 8/21/2025</p>
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ARTICLE 5 – ASSOCIATION REPRESENTATIVES, DUES DEDUCTIONS, ACTIVITIES

5.1 WSNA Membership. The Employer agrees to remain neutral with respect to its nurse’s decisions about union membership and payroll deduction. The Employer agrees to direct all communications from employees regarding union membership or payroll deduction to WSNA or this agreement.

5.1.1 Dues Deduction. The Employer shall provide for payroll deduction of WSNA dues, which are uniformly applied to all members, upon written authorization by the individual nurse to WSNA, consistent with Administrative Policy Statement 43.2 ~~dated May 1, 2002~~ <https://www.washington.edu/admin/rules/policies/APS/43.02.html>.

A. WSNA shall transmit to the Employer by the cut-off date, via a web based electronic reporting system, for each payroll period, the name and Employee ID number of nurses who have, since the previous payroll cut-off date, provided authorization for deduction of dues or have changed their authorization for deduction. The Employer will provide instructions and templates for the web based electronic reporting system and provide a calendar of required payroll cut-off dates.

5.1.2 Revocation. The Employer shall honor the terms and conditions of each nurse’s signed payroll deduction form. A nurse may revoke their authorization for payroll deduction of payments to WSNA by written notice to WSNA in accordance with the terms and conditions of their signed authorization form. Each month the Employer’s payroll office will transmit the total deducted amount of dues money to the WSNA’s office.

5.1.3 Indemnification. WSNA and each nurse authorizing the assignment of wages for the payment of WSNA dues hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deductions made from the wages of such nurses or for any action taken in compliance with this Article.

5.2 Staff Representative. After notifying Nursing Administration, the WSNA’s authorized staff representatives shall have access to the Employer’s premises where nurses covered by this Agreement are working, excluding patient care areas, for the purpose of investigating grievances and contract compliance. Such visits shall not interfere with or disturb nurses in the performance of their work during working hours and shall not interfere with patient care.

5.3 WSNA Area Reps/Officers. The WSNA Local Unit officers and Unit Representatives shall be recognized by the Employer when notified in writing by

47 WSNA. Unless otherwise agreed by the Employer, the investigation of
 48 grievances and other WSNA business shall be conducted only during
 49 nonworking times, and shall not interfere with the work of other nurses.
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51 5.4 Rosters. ~~Each pay period the Employer will provide the Union with membership~~
 52 ~~information as set forth in Appendix IV. Once per month, between the twentieth~~
 53 ~~(20th) of the month and the end of the month, by an Excel spreadsheet~~
 54 ~~attachment to an email, the Employer shall provide the Association with a list of~~
 55 ~~those nurses covered by this Agreement. This list will contain each employee's~~
 56 ~~name, home address, employee identification number, home department, FTE,~~
 57 ~~monthly rate of pay, adjusted hire date, job code, job classification and campus~~
 58 ~~mailbox number.~~

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 60 ~~On January 1, 2018 or six (6) months after the "go-live" date for Workday, whichever is~~
 61 ~~later, the parties agree that the current Article 5.4 "Rosters" will be amended in~~
 62 ~~accordance with Appendix V.~~
 63

64 ~~5.4.1 Separation Report.~~ Each month, between the twentieth (20th) of the month and
 65 ~~the end of the month, the Employer shall provide the Association with a list of all~~
 66 ~~employees covered by this Agreement who were separated during the previous~~
 67 ~~month. The separation report will contain the following: employee identification~~
 68 ~~number, employee name, FTE, monthly rate of pay, adjusted hire date, job code,~~
 69 ~~job classification, home department, effective date, and reason for separation.~~
 70

71 ~~5.4.2 Transfers Into the Bargaining Unit and New Hire Report.~~ Each month, between
 72 ~~the 20th of the month and the end of the month, the Employer shall also provide~~
 73 ~~the Association with a list of all employees who are newly hired into the~~
 74 ~~bargaining unit and/or who transferred from non-bargaining unit position to~~
 75 ~~positions covered by the Agreement. The report will include the following:~~
 76 ~~employee identification number, employee name, FTE, monthly rate of pay,~~
 77 ~~campus mailbox number, and date of hire.~~
 78

79 5.5 Contract Distribution. The Employer shall provide a link to this agreement to each
 80 nurse in the bargaining unit.
 81

82 5.6 Bulletin Boards. Bulletin boards in prominent locations shall be made available
 83 and designated for use by WSNA for the posting of notices and information
 84 pertaining to official business of WSNA and its local unit. In addition, a letter size
 85 (8 ½ X 11) space will be made available in the break room or lounge of every
 86 unit. If a unit does not have a break room or lounge the unit manager will identify
 87 a location. No material shall be posted without the signature of a recognized
 88 officer of the local unit. If it is established that adequate space is not available at
 89 a convenient location, WSNA may provide for and have installed an additional
 90 bulletin board at its own expense, provided the size and location of said bulletin
 91 board shall be mutually agreeable to the WSNA Representative and the
 92 Employer.

93
 94 5.7 Meeting Facilities. WSNA shall be permitted to use designated Employer facilities
 95 for meetings of the local unit, with or without WSNA staff present, provided
 96 sufficient advance notice is given to the Employer and space is available on the
 97 date requested. Such meetings shall be for professional purposes and shall be
 98 held during the nurses’ own free time.
 99

100 5.8 Storage Space. Secure storage space shall be made available for the use of the
 101 local unit for the storage of a rolling cart.
 102

103 5.9 Orientation for New Nurses. Nursing Administration agrees to continue its past
 104 practices during ~~departmental~~ staff nurse orientation at the UWMC – Montlake of
 105 distributing the collective bargaining agreement by providing the link to the online
 106 agreement. The Employer will provide proof of distribution to and receipt of the
 107 contract by all nurses hired into the bargaining unit. The Employer will provide
 108 such proof to WSNA upon the request of WSNA. There will be a thirty (30)-
 109 minute period designated for the local nurses, unit officer or nurse designee to
 110 introduce the new nurses to the collective bargaining agreement and to make
 111 available WSNA material. The time designated for the thirty (30)-minute
 112 introduction will be communicated to the local unit officer or designee in advance
 113 of the orientation.
 114

115 At the time of the new employee orientation the nurse will be given information
 116 regarding all wages and benefits available to them, including their placement on
 117 the wage schedule. In addition, nurses will be given all information (including
 118 enrollment forms) as approved by the State Employees Benefits Board,
 119 concerning medical, dental, vision, accident and long-term disability insurances,
 120 the retirement plan, and Health Maintenance Organization alternatives. Other
 121 Nurses who are transferred or otherwise move into bargaining unit positions shall
 122 also be instructed to attend the WSNA orientation outlined above, unless they
 123 have already attended the WSNA orientation. In difficult scheduling situations,
 124 the parties may agree to a comparable, alternate WSNA orientation. The
 125 employer will provide to the WSNA Representative name and contact information
 126 for Nurses within seven (7) days of their transfer or move into the bargaining unit.
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128 5.10 Information Requests. All requests for information regarding the bargaining unit
 129 by the Union will be submitted in writing to the Office of Labor Relations.
 130 Requests will clearly identify what information is being sought. and include the
 131 reason for the request. Requests will not normally extend more than twenty-four
 132 (24) months prior to the date of the request.
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Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Robert H. Lavitt</i></p> <hr/> <p>Robert Lavitt <small>375DD6A502D445A...</small> Date: 7/23/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch <small>ED538CDB172F42B...</small> Date: 7/22/2025</p>
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ARTICLE 6 – BARGAINING UNIT CLASSES/DEFINITIONS

6.1 Classes. Employment classes (Appendix I) utilized in the bargaining unit are as follows:

- 8895 Registered Nurse 2 (Staff Nurse)
- 8896 Registered Nurse 3

6.2 Full-Time Nurse. A registered nurse who works on a regularly scheduled basis at least is classified staff at 1.0 FTE and is regularly scheduled on a forty (40) hours week in a seven (7) day period, ~~or an eighty (80) hours week schedule~~ in a fourteen (14) day period, or one hundred sixty (160) hours in a four (4) week period.

6.3 Part-Time Nurse. A registered nurse who has committed to regularly working and who is assigned a scheduled FTE of less is classified staff and scheduled to work fewer than forty (40) hours per week (less than 1.0 FTE) in a seven (7)-day period, or fewer than eighty (80) hours in a fourteen-day period, or a fewer than one hundred and sixty (160) hours in a four week period. ~~Part-time employees shall receive all benefits of employment on a pro-rata basis, except health benefits coverage which is determined by the state~~ Unless otherwise provided for herein, a part-time nurse shall be compensated in the same manner as a full-time nurse except that benefits shall be reduced in proportion to the nurse’s actual hours worked. This section does not apply to health benefits coverage, which is determined by the state.

6.4 Intermittent and Nonpermanent Employees. See Article 30 Nonpermanent and Intermittent Employees.

6.5 Use of Agency Nurses. It is the intent of the Employer to minimize the employment of agency nurses. The Employer will continue its efforts to recruit and retain a broad base of regular full-time and/or part-time classified nurses. Nursing Administration retains the flexibility to utilize Agency nurses to meet patient care needs.

6.6 Licensure. Nurses are expected to update and maintain current their licenses to practice nursing.

6.7 Probationary Period. The initial six (6) month period of employment following appointment to a position covered by this contract. Any paid or unpaid leave taken during the probationary period will extend the period for an amount of time equal to the leave. The Employer will notify any nurse subject to such an extension in writing of the extended end date of the nurse’s probationary period. Nurses in probationary status will earn seniority from their initial date of hire but may not exercise seniority rights until completion of the probationary period. Probationary nurses are not eligible for layoff or rehire rights.

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The Employer may reject a nurse during the probationary period. Probationary period rejections are not subject to the grievance procedure contained in this contract.

Nurses will be provided a documented evaluation approximately three (3) months into their probationary period. After successfully completing the probationary period, the nurse shall be considered permanent.

6.8 New Graduate/Returning Nurse. A registered nurse whose clinical experience after graduation is less than six (6) months, or a registered nurse who is returning to practice with no current clinical training or experience shall be assigned as a team member under the close and direct supervision of a qualified nurse and shall be responsible for the direct care of patients with increasing complexity as individual RN competency level increases. This status generally shall not exceed six (6) continuous months.

Tentatively Agreed To:	
For the Union:	For the Employer:
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Robert Lavitt 375DD6A502D445A...	Jade Hersch ED538CDB172F42B...
Date: 8/26/2025	Date: 8/14/2025

ARTICLE 7 – HOURS OF WORK AND OVERTIME

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3 7.1 Work Shift. The normal work shift shall consist of eight (8) hours, ~~work to be~~
4 ~~completed within eight and one-half (8 ½) consecutive hours~~, ten (10) hours ~~to be~~
5 ~~completed within ten and one-half (10 ½) consecutive hours~~, or twelve (12) hours
6 ~~to be completed within twelve and one-half (12 ½) consecutive hours.~~

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8 ~~All work shifts shall include a thirty (30)-minute meal period to be taken on the~~
9 ~~nurse’s own time if relieved of his/her duties during this period. Nurses required~~
10 ~~to remain on duty during their meal period shall be compensated for such time at~~
11 ~~the overtime rate of pay. The RN’s timekeeping record shall contain a payroll~~
12 ~~code designated: Missed Meal Period. A missed meal period or rest break not~~
13 ~~documented in Kronos or the exception log by the nurse will be considered as~~
14 ~~taken for purposes of this section.~~

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16 Except for circumstances allowed in 7.1.1, individual nurses regularly scheduled
17 eight (8) hour shifts may not be scheduled for ten (10) or twelve (12) hours shifts
18 on either a temporary or a permanent basis unless it is mutually agreeable to the
19 individual nurse and manager involved and nurses regularly scheduled for ten
20 (10) or twelve (12) hours shifts may not be scheduled for eight (8) hour shifts on
21 either a temporary or permanent basis unless it is mutually agreeable to the
22 individual nurse and manager involved.

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24 When mutually agreeable to the supervisor and the nurse concerned the work
25 shift may consist of shifts other than eight (8), ten (10) or twelve (12) hours.
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27 7.1.1 Changes in Shift Length. The Employer will endeavor to assign nurses to shifts of
28 their desired length and will attempt to restrict changing a nurse’s shift length to
29 those times when such change is mutually agreeable or is determined to be
30 operationally necessary by the Employer. If the Employer initiates changes in
31 shift length that impact a substantial number of RNs, the Employer will provide at
32 least sixty (60) days’ notice to WSNA and the affected nurses. The Employer will
33 be available to meet at least thirty (30) days before the intended change to meet
34 and confer over the effects of the change.
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36 The Employer agrees to affirmatively assist any individual RN affected by a
37 change under 7.1.1 to find a comparable position to the RN’s current position
38 (same shift and shift length) if requested.
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40 Nurses with greater than twenty (20) years seniority who are assigned to a unit
41 which changes its length of shift by greater than two (2) hours are entitled to
42 retain their shift length on the same unit. They may need to work at a different
43 time of day to retain shift length. A nurse who accepts a transfer to another unit in
44 this situation would retain full seniority.
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46 The provisions of 7.1.1 will not be utilized to incrementally change the number of
47 hours in a shift beyond two (2) hours.
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49 7.2 Work Week/Period. A standard work week for a full-time nurse shall consist of
50 forty (40) hours (40) of work within seven (7) days, eighty hours (80) of work
51 within fourteen (14) days. The Employer's standardized workweek is Monday
52 through Sunday. A RN may also choose to work the innovative work period of
53 one hundred sixty (160) hours within a four (4) week period. If a RN chooses to
54 work the one hundred sixty (160) hours within a four (4) week period schedule,
55 the RN will sign the form that is attached to Appendix IV. A standard work
56 week/period for a part-time nurse shall be a pro-rated version of the full-time
57 work week/period based on the nurse's FTE.
58

59 7.3 Overtime. Both, the Employer and WSNA concur that overtime shall be
60 minimized. The Employer will comply with applicable statutes, including the
61 Washington State law restricting mandatory overtime for nurses. In case
62 overtime is permitted by law, volunteers will be sought first.
63

64 Overtime will be considered in effect if eight (8) minutes or more are worked after
65 the end of the scheduled shift and it will be calculated to the nearest quarter of an
66 hour. For example, if eight (8) minutes are worked, overtime will be calculated to
67 fifteen (15) minutes. If twenty-three (23) minutes are worked, overtime will be
68 calculated to thirty (30) minutes, etc.
69

70 7.3.1 Advance Approval. Overtime work must be approved in advance by the
71 Employer.
72

73 7.3.2 Overtime Rate. Overtime work shall be paid at the rate of one and one-half times
74 the nurse's regular rate of pay~~straight time hourly rate. The straight time hourly~~
75 ~~rate of pay shall include shift differential.~~
76

77 7.3.3 40 Hours Within 7 Days. Nurses who work the full-time work week of forty (40)
78 hours within seven (7) consecutive days shall be paid time and one-half (1½X) in
79 excess of the nurse's standard shift in one (1) day (shift must be a minimum of
80 eight (8) hours) and in excess of forty (40) hours in seven (7) consecutive days.
81

82 7.3.4 80 Hours Within 14 Days. RNs who agree to work eighty (80) hours in a fourteen
83 (14)-day period shall be paid time and one-half (1½X) in excess of eight (8) hours
84 per day and in excess of eighty (80) hours in fourteen (14) consecutive days.
85

86 7.3.5 160 Hours Within 28 Days. RNs who agree to work the work period of one
87 hundred and sixty (160) hours of work within twenty eight (28) consecutive days
88 shall be paid time and one-half (1½X) in excess of the nurse's standard shift in
89 one (1) day (shift must be a minimum of eight (8) hours) and in excess of one
90 hundred and sixty (160) hours of work within twenty eight (28) consecutive days.

- 91
- 92 7.3.6 Double Time Premium. Double time premium shall be paid for hours worked in
93 excess of twelve (12) hours. ~~The straight-time hourly rate of pay shall include~~
94 ~~shift differential.~~
- 95
- 96 7.3.7 Time paid for but not worked. Time paid for but not worked with the exception of
97 holiday and vacation time, shall not count towards the calculation of overtime.
98
- 99 7.3.8 Compensatory Time Off. The Employer retains the right to grant compensatory
100 time in lieu of monetary payment if requested by the nurse. Compensatory time
101 shall be accrued hour for hour ~~at the applicable rate of accrual for straight time~~
102 ~~and one and one-half (1 ½) hours for overtime hours worked.~~ No more than forty
103 (40) hours of compensatory time may be accrued at a given time and the time off
104 must be scheduled in accordance with Department guidelines. Use of
105 compensatory time is requested by the Nurse and granted by the Employer at a
106 mutually acceptable time. All premiums and differentials applicable to the work
107 shall be included in the payment for compensatory time off. ~~A nurse may, at any~~
108 ~~time, request payment for accrued compensatory time. The Employer pay-off~~
109 ~~date for compensatory time and holiday compensatory time is June 30. Accrued~~
110 ~~compensatory time may be retained by the RN or be transferred to the unit to~~
111 ~~which the RN is transferred or promoted with the concurrence of the Nurse~~
112 ~~Manager until such time as the annual payoff of compensatory time.~~
113 Compensatory time must be used or paid for by June 30th of each fiscal year.
114 The nurse's unused compensatory time balance will be cashed out every June
115 30th or when the nurse leaves University employment for any reason. The
116 nurse's compensatory time balance may also be cashed out when the nurse:
117 1. Transfers within their department to a position with different funding
118 sources, or
119 2. Transfers to a position in another department.
120
- 121 7.4 Work Schedule. The Employer shall determine and post work and on-call
122 schedules covering a minimum of four (4) weeks, at least ~~sixteen~~ twenty-three
123 ~~(16)~~ (23) days prior to the scheduled period of work. Posted work schedules
124 including on-call assignments may be amended only by mutual agreement at any
125 time between the supervisor and nurse concerned.
126
- 127 7.4.1 Nurses are encouraged to work together to create a schedule (this may include
128 what are referred to as self-scheduling or pattern scheduling). Professionalism,
129 flexibility and team work are key to a successful scheduling program. The goal is
130 for nurses to work together to create a mutually acceptable schedule that meets
131 the scheduling parameters as defined by the Nurse Manager. Departments will
132 maintain procedures that define responsibilities and timeframes for each step
133 within the scheduling process, clarify procedures for scheduling requests (e.g.
134 trades, use of benefit time, professional leave, weekend coverage) and how

135 scheduling conflicts are resolved. The Nurse Manager retains ultimate
136 responsibility for schedule approval.

137

138 7.4.2 When mutually agreeable between the nurse manager or designee and the nurse
139 concerned, nurses who request schedule changes may waive premium
140 payments resulting from the requested schedule change. The Employer will not
141 initiate requests for nurses to agree to schedule changes and waive premium
142 payments.

143

144 7.5 Weekends. The weekend shall be defined for first (day) and second (evening)
145 shift personnel as Saturday and Sunday. For third (night) shift personnel, the
146 weekend shall be defined as Friday night and Saturday night.

147

148 For staff who work alternative shifts and/or twelve (12) hour shifts, the shift will
149 count as a weekend shift if the majority of the shift falls between 11pm Friday
150 and 11pm Sunday.

151

152 The Employer will make a good faith effort to schedule all regular nurses with a
153 .5 FTE or greater for two (2) weekends out of four (4) weekends in a schedule,
154 not to exceed four (4) weekend shifts. If so desired, nurses can elect to work
155 more than ~~the required number of weekend shifts two (2) out of four (4)~~
156 ~~weekends~~. The employer may schedule a nurse to less than four (4) weekend
157 shifts dependent on schedule needs.

158

159 Unscheduled weekend is defined as a shift that is in addition to the nurses
160 posted scheduled shifts after the schedule is posted and when the nurse is
161 performing direct nursing care. Nurses that agree to work unscheduled weekend
162 shifts shall be paid at double time the regular rate of pay.

163

164 This section does not apply to scheduled standby shifts. Those are covered in
165 MOU: Standby and paid per Article 10.3.

166

167 This section shall not apply to staff nurses who request more frequent weekend
168 duty who request weekend work on a continuous basis, or who trade single or
169 double days on a weekend.

170

171 7.6 Shift Rotation. A scheduled shift rotation is a change of working hours in which a
172 majority of working time occurs in a different shift. For purposes of this section,
173 shifts are defined in section 10.1.

174

175 7.6.1 Scheduling and Notice of Shift Rotation. When the need for required shift rotation
176 is identified prior to the date all schedule requests are due, the schedule deficits
177 shall be posted so volunteers may be sought first. If no one volunteers prior to
178 the date all schedule requests are due, the manager or designee will assign RNs
179 to cover the deficit staffing in accordance with the unit guidelines for coverage.

180 The manager or designee shall provide reasonable notice of the assigned shift
181 rotation to the affected RN.
182

183 7.6.2 Limitations on Occurrence of Shift Rotation. The Employer will limit required shift
184 changes to two (2) per twenty-eight (28)-day work schedule with at least fifteen
185 (15) hours off between changes. For example, if an RN is on day shift and
186 rotates to evening shift, this constitutes one of the two allowable shift rotations.
187 When the RN returns to day shift, this constitutes the second of two allowable
188 shift rotations within the twenty-eight (28)-day work schedule.
189

190 7.7 Double Shifts. In the event double shifting is necessary, it will occur through
191 mutual agreement between the nurse and supervision.
192

193 7.8 Work in Advance of Shift. When a nurse at the request of the Employer, reports
194 for work in advance of the assigned shift, all hours worked prior to the scheduled
195 shift shall be paid at one and one-half times (1 ½ X) the nurse's regular rate of
196 pay.
197

198 7.9 Rest Between Shifts. Nurses who qualify for rest between shift premium will
199 receive it for eight (8) hours.
200

201 Nurses will qualify to receive rest between shift premium if they do not receive
202 eleven (11) hours rest between regularly scheduled shifts. This includes time
203 worked from call back or standby situations.
204

205 Nurses who are called back to work, whether or not the nurse was on standby,
206 will qualify for rest between shift premium if the work performed from standby or
207 call back results in the nurse not receiving eleven (11) hours unbroken rest
208 before the start of the nurse's next regularly scheduled shift.
209

210 7.10 Scheduling Extra Shifts. The Employer will give preference to classified staff over
211 intermittent and nonpermanent nurses for open shifts that would not result in
212 overtime. Such preference will be in context of the need to schedule intermittent
213 and nonpermanent to maintain a viable intermittent and nonpermanent pool and
214 for intermittent and nonpermanent nurses to remain competent and will be based
215 on the needs of the individual unit.
216

217 7.11 Meal/Rest Periods.

218

219 7.11.1 Unpaid Meal Period. All nurses shall receive an unpaid meal period of
220 thirty (30) minutes. No nurse shall be required to work more than five (5)
221 consecutive hours without a thirty (30) minute meal period. Meal periods
222 must be uninterrupted, except under permissible circumstances as
223 outlined in 7.11.3. Nurses working a twelve (12) hour shift are entitled to a
224 second thirty (30) minute meal period. Nurses required to remain on duty

or required to remain on-call on the premises during their meal period shall be compensated for such time at the appropriate rate of pay. Nurses should report missed meal periods to their unit leadership at the time of the missed meal period whenever possible and enter and record missed meal breaks via the Kronos timeclock. A missed meal period that is not documented will be considered as taken.

7.11.2 Rest Periods/Breaks. All Nurses in the bargaining unit shall receive one (1) paid break granted a fifteen (15)-minute break for every rest period within each four (4)-hours of work period. Rest periods must be uninterrupted, except under permissible circumstances as outlined in 7.11.3. Nurses required to remain on duty or required to remain on-call on the premises during their rest period shall be compensated for such time at the appropriate rate of pay. Nurses should report missed breaks to their unit leadership at the time of the missed break whenever possible and enter and record missed rest periods via the Kronos timeclock. Nurses working a twelve (12)-hour shift will receive three (3) rest periods. Each unit will establish guidelines to enable nurses to take their breaks. A nurse who does not receive a break is obligated to bring it to the attention of unit management immediately, or by the end of the shift. A missed rest break period not documented in Kronos or the exception log by the nurse will be considered as taken for purposes of this section. See Memorandum of Understanding re: Rest Breaks incorporated herein.

In accordance with the principles of a culture of safety, in no case shall the Employer discipline or counsel a Nurse for recording a missed rest period or requesting relief. This section shall not apply to and does not bar the administration of otherwise permissible counseling or other forms of corrective action in response to performance or behavioral issues concerning an individual Nurse that may involve breaks.

7.11.3 Permissible Interruptions. The Employer will provide nurses with uninterrupted meal and rest breaks except in limited situations that may require a nurse to remain on duty. Permissible interruptions include:

- a. An unforeseeable emergent circumstance.
- b. An unforeseeable clinical circumstance, as determined by the nurse, that may lead to a significant adverse effect on the patient's condition, unless the Employer determines that the patient may suffer life-threatening adverse effects.
- c. When a nurse's meal or rest break is permissibly interrupted, the employee is entitled to the remainder of the break as soon as is reasonably possible. If the break is not completed, it is considered a missed break under this agreement.

269 7.11.4 Voluntary Waivers. Pursuant to RCW 49.12.187, the Employer and the
 270 Union agree that staff may complete a voluntary waiver requesting the
 271 right to:

- 272
- 273 a. Waive their second meal break during a 10 or 12-hour shift;
- 274 b. Waive the timing of meals and breaks;
- 275 c. Combine meal and rest breaks.

276 Effective January 1, 2026, the employee may also voluntarily waive their
 277 meal period for shifts less than 8 hours.

278

279 Voluntary waivers can be revoked by an employee at any time prior to
 280 their scheduled meal or break time. Staff who wish to revoke their waiver
 281 are required to email their manager and immediately notify the Charge
 282 Nurse on duty. Management retains the right to determine whether
 283 voluntary waiver requests can be approved.

284

285 7.11.5 The Union and the Employer agree to the above provisions pursuant to
 286 RCW 49.12.187. The parties agree that employees of public employers
 287 may enter into collective bargaining contracts, labor/management
 288 agreements, or other mutually agreed employment agreements that
 289 specifically vary from or supersede, in part or in total, rules adopted under
 290 RCW Chapter 49 and WAC 296-126-092 regarding appropriate rest and
 291 meal periods. Portions of this section vary from and supersede the RCW
 292 and WAC. These provisions will follow the minimum standards for working
 293 conditions of RCW 49.12 and WAC 296-126-092 unless such rights are
 294 waived by the employee per this agreement.

295

296 7.12 Flexible Staffing (Voluntary Time Off). Nurses on regularly scheduled shifts may
 297 volunteer to use unpaid time off or accrued time off when UWMC – Montlake’s
 298 center’s staffing exceeds clinical needs. Nurses may volunteer and use either
 299 unpaid time off or accrued time off under these circumstances. The unit will seek
 300 volunteers in the following order:

- 301
- 302 • Regular nurses on overtime
- 303 • Agency nurses and travelers
- 304 • Intermittent and nonpermanent nurses, unless the intermittent and
- 305 nonpermanent nurse must work to maintain competency
- 306 • Staff nurse volunteers
- 307

308 When seeking volunteers for time off the following guidelines will be followed:

- 309
- 310 a. When nurses are called at home prior to a shift for voluntary time off it will
- 311 be made clear that staying home on time off is voluntary.

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b. Nurses placed on standby for all or part of a shift and called to work will be compensated in accordance with Article 10.3. Every effort will be made to notify the RN that there is a lack of work as early as possible prior to the start of the shift.

Nurses may use paid or unpaid leave if they depart after a shift has started for voluntary time off related to patient volumes.

7.13 Donning and Doffing. Nurses at UWMC-Montlake performing work in areas where they are required to change into and out of Employer-required, Employer-provided and Employer-laundered scrub uniforms as a job expectation shall be paid for the time spent changing into and out of required scrub uniforms. Nurses 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 end of their shift.

Tentatively Agreed To:	
<p>For the Union:</p> <p>Signed by: <i>Robert H. Lavitt</i></p> <p>Robert Lavitt <small>375DD6A502D445A...</small></p> <p>Date: 8/26/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Jade Hersch</i></p> <p>Jade Hersch <small>ED538CDB172F42B...</small></p> <p>Date: 8/14/2025</p>

ARTICLE 8 – EDUCATIONAL AND PROFESSIONAL DEVELOPMENT

8.1 Definition. The educational and professional leave program shall consist of two components, in-service training and elective educational and professional leave. The Employer shall continue to provide in-service, including skills classes, and elective educational and professional leave opportunities to staff nurses. The program is designed to increase staff proficiency in nursing and to prepare nursing staff for greater responsibility. This recognizes the joint commitment of the Employer and staff nurses to the delivery of quality patient care as well as nurse interest in enhancing individual professional skills.

8.2 In-service Education. In-service education programs shall be instituted and maintained within UWMC – Montlake. The programs shall be made available to all nurses regardless of shift. These programs are to contribute toward staff development and toward the preparation of the nursing staff for greater proficiency and/or responsibility in nursing. To accomplish this, educational resources from both inside and outside UWMC – Montlake can be utilized.

Nurses in the bargaining unit shall be expected to participate in in-service education programs offered during working hours; coverage will be provided when necessary as determined by the Nurse Manager or designee. If a nurse is requested to attend an in-service program on off-duty time such time will be considered work time and paid accordingly. These programs shall be planned as feasible to meet CERP requirements for approval. Nurses shall be expected to incorporate new learning into job performance.

When mandatory training is held during the nurses’ regularly scheduled work day and the nurse is assigned to attend, attendance shall be considered part of the nurses’ normal work assignment.

8.3 Educational and Professional Leave. The Employer will grant a minimum of twenty-four (24) hours of educational professional leave within the fiscal year (currently July 1 – June 30) to nurses requesting such leave. Such leave may be used if staffing permits and shall be prorated for part-time nurses. For purposes of sections 8.3 and 8.4 only, .9 FTE and above shall be considered full time. In addition, nurses may be granted up to an additional sixteen (16) hours (pro-rated for part time) of education and professional leave at the nurse’s regular rate of pay during the fiscal year. Such additional leave shall be subject to budgetary considerations, scheduling requirements, subject matter and approval by the employer.

For purposes of this Article, educational and professional leave shall be defined as

- a. short-term conferences or programs for educational, leadership and professional growth and development in nursing;

- 47 b. enhancement and expansion of clinical skills for RN positions at UWMC –
- 48 Montlake;
- 49 c. meetings and committee activities of the nurses’ respective professional
- 50 associations which are designed to develop and promote programs to
- 51 improve the quality and availability of nursing service and health care;
- 52 d. those in-service educational programs attended on a voluntary basis; and
- 53 e. educational programs necessary to maintain licensure or certification.

54 Nurses may use educational and professional leave to participate in King County
 55 Nurses Association educational and professional development events, and
 56 Community Partnership volunteer experiences in accordance with the UWMC
 57 Nurse Community Partnership Committee intranet page.
 58

59 In accordance with the unit’s scheduling guidelines, requests for educational and
 60 professional leave shall be submitted and responded to in writing including the
 61 reason for any denial. Responses will be issued as soon as possible but no later
 62 than two weeks prior to the posting of the final schedule. Any prior year requests
 63 that were denied because of resource limitations will be taken into consideration
 64 in reviewing subsequent requests for educational/professional leave.
 65

66 Educational and professional leave granted for on-line or other self-study
 67 (CEARP approved educational offering) will be determined retroactively. The
 68 nurse manager may approve either time off or time worked at the applicable rate
 69 of straight time-pay, exclusive of additional premiums. The number of hours shall
 70 not exceed the contact hours awarded by the accrediting body.
 71

72 8.4 Education Support Funds. In support of the Employer’s commitment to continuing
 73 professional nursing education and development, the Employer will establish
 74 continuing education funds to assist permanent nurses with continuing education
 75 expenses including but not limited to certification fees, re-certification fees,
 76 books, magazines, seminars, tuition for college courses, audio or video cassette
 77 courses, and conference registration. Such assistance will be subject to Nurse
 78 Manager’s approval of the subject matter and the nurse’s successful completion
 79 of the coursework.
 80

81 8.4.1 The Employer will provide ~~two-three~~ hundred and fifty dollars (\$~~350250~~.00) per
 82 bargaining unit nurse FTE at the beginning of each fiscal year. From the
 83 beginning of the fiscal year through the end of February of the following year,
 84 each nurse shall be guaranteed up to the ~~two-three~~ hundred and fifty dollars
 85 (\$~~350250~~.00) (pro-rated for part-time nurses) to pay for continuing education
 86 expenses. Nurses who prior to the end of February, have a request approved for
 87 the use of guaranteed education support money after the end of February shall
 88 have that money set aside for such use and it will not be pooled as outlined
 89 below.
 90

91 8.4.2 Effective March 1 the unspent portion of the ~~two~~three hundred and fifty dollars
92 (\$~~350250~~.00) per bargaining unit FTE shall be pooled on a UWMC – Montlake-
93 wide basis. From March 1 through the end of the fiscal year (June 30), the fund
94 shall be allocated on an equitable basis.
95

96 There shall be an annual maximum usage of ~~five~~six hundred dollars (\$~~6500~~.00)
97 per nurse, pro-rated for part-time nurses (which includes that portion of the ~~two~~
98 three hundred and fifty (\$~~350250~~.00) per bargaining unit FTE used by the nurse).
99 Nurses may request to be reimbursed for continuing education expenses
100 incurred prior to March 1 which exceeded the nurses’ guaranteed allocation.
101

102 If WSNA believes the appropriation of the pooled funds occurs in an unfair or
103 unreasonable manner, it will be discussed in Conference Committee.
104

105 8.4.3 The Employer shall track, by Unit, the following:
106

- 107 1. The amount of educational funds requested;
- 108 2. The number of education leave hours requested;
- 109 3. The number of education leave hours granted;
- 110 4. The amount of educational funds granted;

111 The Employer shall present the data from (1)–(4) above to the bargaining unit in
112 Conference Committee on a semi-yearly basis.
113

114 8.5 Tuition Exemption Program. Nurses will be eligible to participate in the
115 Employer’s tuition exemption program in accordance with applicable law.
116 Information about the program will be available at UWMC Human Resources
117 Office.
118

119 Tentatively Agreed To:
120
121 For the Union: Signed by: Robert H. Lavitt
122 375DD6A502D445A...
123 Robert Lavitt
124 Date:7/23/2025
125

For the Employer: DocuSigned by: Jade Hersch
ED538CDB172F42B...
Jade Hersch
Date:7/22/2025

ARTICLE 9 – SALARIES/PAY ITEMS

1
2
3 9.1 Progression Start Dates. Annually the salary of nurses covered by the UWMC-
4 ML bargaining units will be increased by one step on the nurse's progression
5 start date until the nurse has reached the top step of the appropriate salary
6 range. For purposes of step increases, the progression start date will be
7 determined as follows:

- 8
9 a. The first of the current month for actions occurring between the first and
10 the fifteenth of the month; or,
11 b. The first of the following month for actions occurring between the sixteenth
12 and the end of the month.

13
14 When a nurse returns from layoff status, the progression start date will be
15 reestablished and extended by an amount of time equal to the period of layoff to
16 give credit for time served in a salary step prior to layoff.

17
18 When a progression start date coincides with a promotional date, the
19 appointment to a new salary range, and/or a market adjustment, the step
20 increase will be applied first.

21
22 9.1 Wage Rates. Nurses covered by this Agreement shall be paid in accordance with
23 the wage schedule as shown in Appendix II.

24
25 The wage schedule in Appendix II reflects the following:

- 26
27 A. ~~Effective~~ Within 90 days of ratification and effective on the first pay period
28 after ratification as determined by the Employer July 1, 2023, all step
29 values of table BJ range 02 will be increased by an additional ~~three~~four
30 percent (~~3~~4%). This increase will be based upon the salary schedule in
31 effect ~~at the time of the increase on June 30, 2023~~.
32 B. Effective July 1, 202~~6~~4, Table BJ, all step values of Range 02 will be
33 increased by an additional ~~two~~three percent (~~2~~3%). This increase will be
34 based upon the salary schedule in effect on June 30, 202~~6~~4.
35 C. The RN 3 scale shall be amended to reflect eight percent (8%) above the
36 RN 2 scale at each step of the wage scale throughout the life of this
37 Agreement.

38 9.2 Recognition for Past Experience. All RNs hired during the term of this Agreement
39 shall be given full credit (year for year) for continuous recent experience when
40 placed on the wage scale. For the purpose of this section, continuous recent
41 experience as a registered nurse shall be defined as clinical nursing experience
42 in an accredited hospital or skilled nursing facility (including temporary
43 employment with an employer) without a break in nursing experience that would
44 reduce the level of nursing skills in the opinion of the Employer.

45
46 9.3 Changes in Market Conditions. If market conditions for RNs change such that the
47 Employer determines that an upward adjustment in one or more economic areas
48 is essential to maintain competitiveness, WSNA will be given at least thirty (30)
49 days' notice, in advance of the implementation date, to discuss the reason for the
50 adjustment.
51

52 Tentatively Agreed To:

53
54 For the Union:

Signed by:

Robert H. Lavitt

55
56 Robert Lavitt 375DD6A502D445A...

57 Date: 8/26/2025
58

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch ED538CDB172F42B...

Date: 8/14/2025

ARTICLE 10 – PREMIUM PAY

10.1 ~~Shift Differential Premium.~~ RNs assigned to work the second (3:00 pm – 11:00 pm) shift shall be paid a shift ~~premium differential~~ of ~~two three~~ dollars ~~and fifty cents~~ (~~\$3.002.50~~)¹ over the ~~hourly regular contract~~ rates of pay. RNs assigned to work the third shift (11:00 pm – 7:00 am) shall be paid a shift differential of ~~four five~~ dollars ~~and fifty cents~~ (~~\$5.004.50~~)² over the regular rate of pay. RNs shall be paid shift differential on second or third shift if the majority of hours are worked during the designated shift.

A RN permanently assigned to second (evening) or third (night) shift will receive the shift ~~premium differential~~ assigned to that shift. A RN who is temporarily assigned, within the RN’s FTE, to another shift with a lower shift rate will receive the higher shift rate if the temporary assignment is not greater than five (5) consecutive working days.

A RN who is ~~using on-a~~ paid ~~time off/leave of absence~~ will receive the shift ~~premium differential if the RN has a permanent work shift designation of evening or night, assigned to the RN’s permanent schedule.~~

10.2 Charge Nurse Pay. A RN2 who is assigned in writing Charge Nurse responsibility by the Nurse Manager or designee for an organized unit for a period of one (1) or more hours shall receive Charge Nurse premium pay for all such hours worked. Charge nurse premium shall be ~~two three~~ dollars ~~and fifty cents~~ (~~\$3.002.50~~)³ per hour. “Organized unit” shall be defined by the Employer.

Upon successful completion of the probationary period, all RNs shall be eligible to ask for training as charge nurse. If a nurse is not granted training, the nurse will receive a written explanation. The Charge Nurse will receive appropriate orientation prior to being assigned Charge Nurse responsibilities. (The content of such orientation for each unit shall be reviewed through the Joint Conference Committee.)

RNs regularly assigned to a specific unit and who are qualified to act in charge will be placed in charge before a nurse floated to that unit is placed in charge. RNs floating to a unit shall then be assigned charge only by mutual consent.

10.2.1 Training for Charge Nurse Position. The Employer will make a good faith effort to provide unit-based and house-wide charge nurse training prior to being assigned the role of charge nurse. The unit-based training shall include but is not limited to

¹ This increase will be implemented within 90 days of ratification and effective on the first pay period after ratification as determined by the Employer.

² This increase will be implemented within 90 days of ratification and effective on the first pay period after ratification as determined by the Employer.

³ This increase will be implemented within 90 days of ratification and effective on the first pay period after ratification as determined by the Employer.

41 a written job description and disaster protocol for the specific unit. House-wide
 42 training shall also include disaster protocol for the entirety of UWMC – Montlake.
 43

44 10.3 Stand-by Premium. ~~If an RN volunteers to be on standby status off the UWMC -~~
 45 ~~Montlake premises, they shall be compensated at the rate of seven dollars~~
 46 ~~(\$7.00) per hour. Off-duty standby assignments shall be posted with regular~~
 47 ~~schedules and determined in advance by supervision. Volunteers will be used for~~
 48 ~~standby assignment when practicable. RNs placed on standby status off the~~
 49 ~~UWMC – Montlake premises shall be compensated at the rate of seven dollars~~
 50 ~~(\$7.00) per hour for all standby hours.~~

51
 52 When a nurse has left the institution grounds and is called in from standby status,
 53 the nurse shall receive premium pay (time and one-half the nurse’s regular rate)
 54 for a minimum work period of three (3) hours. ~~If a nurse is called from stand by~~
 55 ~~status to work within eight (8) hours of the nurse’s next scheduled shift, the nurse~~
 56 ~~will be permitted a minimum of the next eight (8) hours off duty. The nurse may~~
 57 ~~use leave without pay or benefit time other than sick time off except where the~~
 58 ~~use of sick time off is otherwise appropriate.~~

59
 60 10.4 On Call. ~~RNs placed on call off the UWMC - Montlake premises shall be~~
 61 ~~compensated at the rate of seven dollars (\$7.00) per hour. On call assignments~~
 62 ~~shall be posted with regular schedules and determined in advance by~~
 63 ~~supervision.~~

64
 65 When a nurse has left the institution grounds and is called in, the nurse shall
 66 receive premium pay (time and one-half the nurse’s regular rate) for a minimum
 67 work period of three (3) hours. If an on-call nurse is called in to work within eight
 68 (8) hours of the nurse’s next scheduled shift, the nurse will be permitted a
 69 minimum of the next eight (8) hours off duty. The nurse may use leave without
 70 pay or benefit time other than sick time off except where the use of sick time off
 71 is otherwise appropriate.

72
 73 10.4 Pre-Scheduled Voluntary Overtime. After the initial scheduled bid is incorporated
 74 and posted, the Employer may offer pre-scheduled voluntary overtime shifts to
 75 nurses, including intermittent and nonpermanent employees.
 76

77 The shifts shall be compensated at the rate of time and one-half (1 ½ X) the
 78 regular rate of pay plus an additional two (2) hours of extra pay for the shift. The
 79 extra pay shall be compensated at the regular rate of pay. If the shift is cancelled
 80 at least one (1) hour prior to the start of the shift, the premium will not be paid.
 81 The nurse shall receive the premium pay (time and one-half (1 ½ X) the nurse’s
 82 regular rate) for a minimum work period of three (3) hours. This pay is in addition
 83 to all compensation contained in the CBA except this compensation cannot be
 84 bundled with call back.
 85

~~After the initial scheduled bid is incorporated and posted, the Employer may also offer extra shifts at straight time (up to 1.0s FTE)~~

10.5 Call Back. ~~Any time actually worked in call back shall be compensated at the rate of time and one-half (1 ½ X) the regular rate of the nurse concerned. When a nurse is not on institution grounds and is called to the work station outside of regularly scheduled hours called back, the nurse shall receive bonus pay and premium pay (time and one-half (1 ½ X) the nurse’s regular rate) for a minimum work period of three (3) hours, in addition to two (2) hours bonus pay. Any time actually worked in call back when not on standby or on call shall be compensated at the rate of time and one-half (1 ½ X) the regular rate of pay. The bonus pay shall be compensated at the regular rate.~~

~~When a scheduled work period nurse has left the institution grounds and is called to return to the work station outside of regularly scheduled hours to handle emergency situations which could not be anticipated, they shall receive two (2) hours bonus pay plus time actually worked. The bonus pay shall be compensated at the regular rate; time worked shall be compensated at time and one-half (1 ½ X).~~

Time worked immediately preceding the regular shift does not constitute call back, provided time worked does not exceed two (2) hours or notice of at least eight (8) hours has been given. A nurse on call or on standby status called to return to the work-station does not qualify for call back pay as they received standby premium pursuant to Section 10.3 and 10.4 above.

10.6 Temporary Assignment to a Higher Position. Whenever a nurse is temporarily assigned in writing by the Employer to regularly perform the principal duties of a higher-level nursing position, they shall be paid a temporary salary increase (TSI) of at least five percent (5%) over the present salary but not to exceed the maximum of the range for the higher classification. Said increase shall be paid beginning with the first day and to include the days working such assignment. Such assignments must be by mutual agreement.

10.7 Preceptor Premium Pay. An experienced RN2 who is assigned ~~in writing~~ by the Manager or designee as a Preceptor shall receive Preceptor Premium Pay at the rate of ~~one two dollars and fifty cents (\$2.001.50)~~⁴ per hour.

A Preceptor is defined as an experienced RN2 specifically responsible for planning, organizing and evaluating the new skill development of an employee, traveler, or a senior student fulfilling their practicum, according to the unit’s plan for orientation. They are responsible for specific, criteria based and goal directed

⁴ This increase will be implemented within 90 days of ratification and effective on the first pay period after ratification as determined by the Employer.

128 education and training for a specific period. They function as a role model,
129 teacher, evaluator and resource person.

130

131 Preceptor pay is generally not paid to RNs who, as stated in the job description,
132 participate in the general orientation and teaching of health care professionals
133 and personnel including, but not limited to RN's temporarily assigned as
134 supplemental staff to the unit on a shift-by-shift basis, RN's orienting to the
135 Charge Nurse role, and non-RN personnel.

136

137 10.8 Float Premium. The Employer recognizes a value to patient care when a
138 registered nurse floats from one unit/clinic to another to meet staffing/patient care
139 needs such as the additional RN staff required to meet the acuity of the patients
140 of the unit, the census/volume and to cover vacations, unscheduled absences,
141 and continuing education. Registered Nurses assigned to work outside the unit(s)
142 for which they were hired as a part of that unit's matrix staff for a defined shift of
143 at least four (4) hours will be compensated with a float premium of one dollar and
144 fifty cents (\$1.50) per hour for every hour worked. Registered Nurses employed
145 solely in the Resource Team/Float Pool (excluding Stat and PICC/Vascular
146 Access Program registered nurses) will receive a float premium of five dollars
147 (\$5.00) per hour for all hours.

148

149 10.8.1 New Nurse Float Pay. Registered Nurses hired after the effective date of this
150 agreement who are new graduates shall not receive the float premium until they
151 work independently clinically, or for one (1) year, whichever is earlier (for the
152 purposes of this section, "new graduate" is defined as a nurse who has
153 graduated in the past nine (9) months). For the purposes of this section,
154 "independently clinically" is defined as the Registered Nurse being counted for
155 the purpose of the staffing matrix.

156

157 10.9 Certification Premium. The Employer recognizes a value to patient care when
158 RNs are certified in their area of specialty practice. Eligible registered nurse will
159 be compensated by an hourly certification premium of one dollar and twenty-five
160 cents (\$1.25) for all hours paid. All bargaining unit RNs who obtain and maintain
161 a current, nationally recognized renewable certification in a specialty that is
162 representative of the patient population to which they are primarily assigned,
163 based upon management approved Nursing Specialty Certification List, will be
164 eligible. Float RNs must be certified in a specialty to which they would reasonably
165 be expected to consistently float to be eligible for the certification premium. It is
166 the responsibility of the RN to provide evidence of the certification to Human
167 Resources. Once approved, the premium will be effective the day Human
168 Resources receives the certificate. The premium is not retroactive to the date of
169 recertification. Certified RNs will only be eligible for one (1) certification premium
170 regardless of other certifications the nurse may have.

171

172 10.10 STAT Nurse Premium. RN2s designated as STAT nurses will receive the four
173 dollars (\$4.00) per hour STAT nurse premium for every hour worked as a STAT

174 nurse and in addition, will receive the Charge nurse premium of ~~two-three~~ dollars
175 ~~and fifty cents~~ (~~\$3.00~~~~2.50~~) per hour for every hour worked as a STAT nurse.

176
177 RN3s designated as STAT nurses will receive the four dollars (\$4.00) per hour
178 STAT nurse premium for every hour worked as a STAT nurse.

179
180 Extra-Corporeal Life Support (ECLS) Premium. RN2s designated as ECLS
181 nurses will receive the four dollars (\$4.00) per hour ECLS nurse premium for
182 every hour worked as an ECLS nurse and in addition, will receive the Charge
183 nurse premium of ~~two-three~~ dollars ~~and fifty cents~~ (~~\$3.00~~~~2.50~~) per hour for every
184 hour worked as an ECLS nurse.

185
186 RN3s designated as ECLS nurses will receive the four dollars (\$4.00) per hour
187 ECLS nurse premium for every hour worked as an ECLS nurse.

188
189 Resource Vascular Access Team (RVAT) Premium. RN2s and RN3s designated
190 as members of the Resource Vascular Access Team ("RVAT") will receive the
191 four dollars (\$4.00) per hour RVAT premium for all hours worked.

192
193 10.11 Clinical Advisor. A RN assigned by the Nurse Manager to act as a Clinical
194 Advisor as defined in section 11.13 will receive a premium of one dollar and fifty
195 cents (\$1.50) per hour for all hours worked.

196
197 10.12 Parking. WSNA agrees that during the life of this Agreement, the Employer may
198 apply changes in transportation policy, including adjusting parking and U-PASS
199 fees and criteria for assigning parking spots, to the bargaining unit without the
200 obligation to bargain with WSNA. The Conference Committee will meet and
201 resolve the issues of nurses receiving parking tickets as a result of working
202 overtime, as well as safe parking for on-call nurses coming in at off-hours. In
203 addition, WSNA (by and through its designee) shall have a seat on the University
204 of Washington Transportation Committee.

205
206 10.13 Weekend Premium. When an RN works a weekend as defined in section 7.5
207 they will receive a premium of four dollars (\$4.00) per hour.

208
209 10.14 Sunday Night Premium⁵. Any nurse who works a Sunday night shall receive
210 three dollars (\$3.00) per hour premium pay for each hour worked on the Sunday
211 night shift in addition to the nurse's regular rate of pay. Sunday night shall be
212 defined as 7:00 p.m. on Sunday through 7:00 a.m. on Monday. RNs shall be paid
213 the Sunday Night premium if the majority of hours are worked during the
214 designated timeframe. This premium cannot be combined with any Weekend
215 Premium.

216

⁵ This premium will be implemented within 90 days of ratification and effective on the first pay period after ratification as determined by the Employer.

217 10.154 BSN Premium. A RN who holds a BSN or higher degree in nursing shall
218 receive one dollar (\$1.00) per hour premium pay.
219

220 10.165 MSN/MN Premium. A RN who attains a Master of Science in Nursing
221 (MSN) or a Master of Nursing (MN) degree shall receive a one (1)-step pay
222 increase with proof of the degree.
223

224 10.176 NICU Resource Premium. An RN working in the NICU shall receive a
225 premium of one dollar and fifty cents (\$1.50) per hour when assigned to work in
226 the role of the Resource Nurse in the NICU. This premium shall not apply to
227 hours worked in any other department or unit.
228

229 Tentatively Agreed To:

231 For the Union:

Signed by:

Robert H. Lavitt

Robert Lavitt 375DD6A502D445A...

Date:8/26/2025

231 For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch ED538CDB172F42B...

Date:8/14/2025

ARTICLE 11 – EMPLOYMENT PRACTICES

11.1 Health and Safety.

1. Health Tests. The Employer shall bear the cost of and provide bargaining unit nurses with tuberculosis testing including chest x-rays where called for by state law, available on duty time at the UWMC – Montlake or other designated facility. All nurses in the bargaining unit shall be permitted, upon request, a throat culture, the cost of which shall be borne by the Employer.
 When an RN feels at risk, the hepatitis B and C screen and hepatitis B vaccine, pre- and post-test HIV counseling and the HIV test will be offered at no cost with the approval of the Employee Health Nurse and the final determination by the Infection Control Committee. . Shingles vaccines (for RNs sixty (60) years of age and over), DPT and Influenza vaccine will be offered to all RNs at no cost.
2. Policies. It is the Employer’s intent to make reasonable and proper provisions for the maintenance of appropriate standards of health and safety within the workplace. The Employer shall comply with applicable Federal and State health and safety legislation and regulations and has designated the University’s Environmental Health and Safety Department to advise and monitor compliance with such standards. Any RN shall have the right to file a report with Department of Labor and Industries.
3. Working Conditions. All work shall be performed in conformity with applicable safety standards. Nurses are encouraged to immediately report any unsafe working conditions to their supervisor. No nurse shall be disciplined for reporting any condition nor be required to work or to operate equipment when ~~he/she/they~~ he/she haves reasonable grounds to believe such action would result in immediate danger to life or safety. On request, the Environmental Health and Safety Department shall review the concern and issue a decision. The RN may request that such determination be reviewed and finally resolved by Department of Labor and Industries.
4. University Medical Center Health and Safety Advisory Committee. WSNA will designate one (1) bargaining unit member to serve on the Employer’s Health and Safety Committee. The nurse will be granted release time to attend committee meetings. WSNA will encourage nurses covered by this Agreement to participate in and cooperate in the Committee.
5. Required Items. When required by the Employer, protective devices, equipment and clothing will be furnished by the Employer and used by nurses.
6. Inspections. Upon request, the Local Unit will designate an elected bargaining unit nurse to accompany Department of Labor and Industries’ inspectors during workplace inspections. Paid release time shall be provided for such participation.

42 11.2 Personnel File. A nurse shall have access to ~~his/her~~their own personnel file for
 43 review in the office upon written request to Human Resources. The Employer
 44 may remove any documents in a probationary nurse’s file that were obtained
 45 through assurances of confidentiality to a third party at the time of original
 46 appointment.

47
 48 Upon request of a nurse who has achieved permanent status, the Employer or
 49 designee will remove pre-employment reference statements from the nurse’s
 50 personnel file.

51
 52 The nurse shall be sent a copy of any adverse material placed in the official or
 53 departmental file. Notes or files kept by nurse managers regarding staff shall not
 54 be shared with others unless shared with the RN first. Notes or files kept by
 55 nurse managers regarding staff shall not be kept more than three (3) years. The
 56 exception to the three (3) year limitation is for those situations in which the nurse
 57 was the subject of an investigation, allegation, or findings of sexual misconduct.
 58 In cases where there were no findings, the investigative file will not be part of the
 59 official personnel file. The nurse shall have the right to have placed in the file a
 60 statement of rebuttal or correction of information contained in the file within a
 61 reasonable period of time after the nurse becomes aware that the information is
 62 in the file.

63
 64 11.3 Liability Insurance. The Employer shall provide appropriate liability insurance for
 65 all nurses in the bargaining unit and shall provide, upon request, a summary of
 66 the policy or statement of coverage.

67
 68 11.4 Performance Evaluations. UWMC – Montlake management shall provide
 69 performance evaluations during the probationary period and thereafter annually
 70 in accordance with the ~~the~~ Employer’s evaluation procedure. Further, it is the
 71 Employer’s intention to advise each nurse of the status of ~~his/her~~their work
 72 performance in accordance with appropriate standards of nursing practice as
 73 needed or through the performance evaluation mechanism.

74
 75 A copy of the evaluation shall be given to the nurse. Performance evaluations will
 76 be removed from the department file three (3) years after the date of completion.

77
 78 11.5 Uniforms/Clothing Damage. The Employer will reimburse nurses for personal
 79 uniforms or work clothing irreparably damaged or torn by patients. Such
 80 reimbursement shall be based on the estimated replacement value of the
 81 clothing damaged.

82
 83 Prior to any decisions by a department head to change the policy on nurses’
 84 uniforms, nurses in the department shall have an opportunity to consult with the
 85 department head regarding the policy. The department head will give serious
 86 consideration to the wishes of the nurses in making a decision.

87

88 11.6 Employee Assistance. The Employer and WSNA recognize that alcoholism and
89 chemical dependency are chronic and treatable conditions. Efforts should be
90 made to identify these conditions and prevent or minimize erosion in work
91 performance. The Employer and WSNA will encourage and support nurse
92 participation in appropriate programs including the Washington State Employee
93 Assistance Program (WA EAP), through which nurses may seek confidential
94 assistance in the resolution of chemical dependency or other problems that may
95 impact job performance. WA EAP may presently be reached at eap.wa.gov or
96 877.313.4455.

97
98 No nurse's job security will be placed in jeopardy as a result of seeking and
99 following through with corrective treatment, counseling or advice providing that
100 the nurse's job performance meets supervisory expectations.

101
102 11.7 Floating. Nurses required to float within UWMC – Montlake inpatient or outpatient
103 settings will receive adequate orientation. Appropriate resources will be available
104 as follows:

- 105
106 a. Introduction to the charge nurse and/or nurse resource for the shift;
107 b. Review of emergency procedures for that unit;
108 c. Tour of the physical environment and location of supplies and equipment;
109 d. Review of the patient assignment and unit routine.

110 Nurses shall not be required to perform new procedures without nursing
111 supervision. Nurses shall seek supervisory guidance for those tasks or
112 procedures for which they have not been trained. Nurses who encounter
113 difficulties related to floating should report these to the appropriate Nurse
114 Manager. There will be no adverse consequences for a nurse filing a concern.

115
116 The Nurse Manager (or designee) will seek volunteers among the nurses present
117 on the unit before assigning nurses to float. Floating will be assigned on an
118 equitable basis as determined by each unit. The Employer will make a good faith
119 effort not to require a nurse to float more than once per shift. Nurses assigned to
120 float will receive a patient assignment taking into account the nurse's training and
121 experience. When feasible, the Nursing Supervisor or designee will offer the
122 Patient Care Unit(s) an option to recommend floating assignments for unit RNs
123 before intermittent or nonpermanent employees are assigned. Attempts will be
124 made to float RNs in designated clinical clusters.

125
126 Upon request, RNs with over twenty (20) years of continuous professional
127 nursing service at UWMC – Montlake shall float only after all others when skill-
128 mix permits.

129
130 11.8 Travel Pay. Any nurse required by the Employer to travel to a place of work other
131 than his/her/their regular official duty station shall be reimbursed for travel costs if
132 eligible, in accordance with the Administrative Policy Statement 70.2, General

133 Travel Policies, dated January 27, 2014.

134 (<https://www.washington.edu/admin/rules/policies/APS/70.02.html>).

- 135
- 136 11.9 Employment Information. A written form will be used to specify initial conditions
- 137 of hiring (including number of hours to be worked, rate of pay, unit and shift). A
- 138 copy of such form shall be given to the nurse.

139

140 Upon request to an immediate supervisor, nurses will be given written

141 confirmation of a change in status or separation in accordance with the

142 Employer's policy.

143

144 Upon request to the payroll office, records shall be readily available for nurses to

145 determine their number of hours worked, rate of pay, and paid time off balances.

146 If management makes a change that affects a nurse's paycheck, the nurse will

147 be informed and a record of the change will be available to the nurse.

- 148
- 149 11.10 Staff Meetings and Unit Based Work Team Meetings. Staff meetings will take
- 150 place on a regular basis, not less than quarterly. Minutes will be kept and filed on
- 151 the unit for at least three (3) years. Any nurses required to attend these meetings
- 152 will do so on paid time.

- 153
- 154 11.11 Hospital Staffing Committee.

155

156 1. Effective January 1, 2024, the Employer created the Hospital Staffing

157 Committee ("HSC"). The HSC shall assume all responsibilities and

158 activities required of it under RCW 70.41, et seq. and its successors. This

159 includes, but is not limited to, producing the Employer's staffing plan and

160 addressing complaints raised by nursing staff about staffing variances.

161 WSNA recognizes that the membership of the committee will be expanded

162 to accommodate the addition of non-RN "nursing staff" members

163 represented by the Washington Federation of State Employees (e.g.,

164 CNAs, LPNs, and/or unlicensed assisted nursing personnel providing

165 direct patient care).

166 2. The composition of the HSC will be as follows:

167 a. At least fifty percent of the voting members of the HSC will be "nursing

168 staff" (as defined in RCW 70.41.410(5)), who are nonsupervisory and

169 nonmanagerial. WSNA shall select all of the RN voting members.

170 b. The remaining fifty percent of voting members will be selected by the

171 hospital administration, in accordance with the requirements of RCW

172 70.41.420(2)(b).

173 3. Voting members will be provided with paid time or paid release time for

174 participation on the HSC. HSC members shall be relieved of all other work

175 duties during meetings of the HSC. Additional staffing relief must be

176 provided if necessary to ensure HSC members are able to attend HSC
 177 meetings.

178 4. HSC members will receive at least 30 days' notice of all meetings,
 179 including but not limited to meetings in which staffing plans or revised
 180 staffing plans are voted on.

181 5. The HSC shall approve all staffing plans, including revised staffing plans,
 182 only by a 50% plus 1 (or more) majority vote of all voting members
 183 present.

184 6. The Employer will give staff representatives from WSNA at least thirty (30)
 185 days' notice of any scheduled HSC meeting and will permit those
 186 representatives to attend and participate in all HSC meetings as non-
 187 voting attendees.

188 7. The Employer shall post, in a public area on each patient care unit, the
 189 nurse staffing plan.

190 8. Members from the UWMC Staffing Committee will report on progress and
 191 status at least quarterly at UWMC-WSNA Conference Committee.

192 ~~The Employer is responsible for the development and implementation of all staffing~~
 193 ~~plans for nursing in accordance with the requirements of RCW 70.41.420 et Seq.~~
 194 ~~(Nurse Staffing Committee). The general staffing plan shall include the~~
 195 ~~development and oversight of an annual patient care unit and shift-based nurse~~
 196 ~~staffing plan. The general staffing plan is reviewed and modified as necessary,~~
 197 ~~at least semi-annually in accordance with the law.~~

199 11.12 The Employer will provide adequate staffing to assure patient safety and the
 200 health of nurses. In addition, the Employer agrees to make a good faith effort to
 201 assure that:

- 203 • The Employer will provide staffing levels that enable nurses to receive rest
 204 and meal breaks, as well as to take accrued leave pursuant to section
 205 12.2 herein.
- 206 • The Employer will not regularly assign nurses to care for more patients
 207 than anticipated by the staffing matrix and relevant safety requirements.

208 Although the content of staffing plans is not subject to the grievance procedure,
 209 the above commitments are subject to the grievance procedure. Unsafe working
 210 conditions related to staffing levels are subject to the grievance procedure.

212 ~~11.12 Staffing Committee. The Nurse Staffing Committee will produce the annual nurse~~
 213 ~~staffing plan. Primary responsibilities of the nurse staffing committee will include~~
 214 ~~oversight of the annual patient care unit and shift-based nurse staffing plan~~
 215 ~~based on the needs of the patients.~~

217 11.12.1 Each unit/clinic/work area of UWMC – Montlake will seek staff nurse input into
 218 the development and modification of their staffing plans. Staffing plans on each

219 unit consider items including: patient acuity, patient activity (admissions,
220 discharges and transfers), total patient days and daily census patterns unit
221 census/volume, patient length of stay, patient transports, the use of patient
222 restraints, level of RN training and experience, optimal number and training of
223 support personnel and unit geography.
224

225 11.12.2 Day to day adjustments to the staffing plans are made based on the
226 professional judgment of appropriate nursing personnel including the charge
227 nurse and take into consideration the items listed above as they relate to current
228 patient care needs.

229
230 ~~11.12.3 The Employer shall post, in a public area on each patient care unit, the nurse~~
231 ~~staffing plan.~~
232

233 ~~11.12.4 WSNA has the right to appoint up to three (3) RN WSNA members each~~
234 ~~January to serve an annual term as a member of the UWMC Staffing Committee.~~
235 ~~These members will be added to the committee in addition to the existing~~
236 ~~members.~~
237

238 ~~11.12.5 Members from the UWMC Staffing Committee will report on progress and~~
239 ~~status at least quarterly at UWMC WSNA Conference Committee.~~
240

241 11.13 Staffing Concerns. Nurses, individually or as a group, believing there is an
242 immediate workload/staffing problem should bring that problem to the attention of
243 the supervisor or Nurse Manager as soon as the problem is identified if possible.
244 Nurses believing there is a continuous or potential workload/staffing problem,
245 which may include the ability to receive rest periods and lunch breaks, should
246 attempt to resolve the problem in discussions at the work unit level, if possible. If
247 the situation is not remedied, nurses may file an Assignment Despite Objection
248 (ADO) when safely able to do so. No nurse shall be retaliated against for filing an
249 ADO.
250

251 11.13.1 In addition, a nurse may report to the staffing committee any variations where
252 the nurse personnel assignment in a patient care unit is not in accordance with
253 the adopted staffing plan and may make a complaint to the committee based on
254 the variations.
255

256 Shift-to-shift adjustments required by the plan may be made by appropriate
257 hospital personnel overseeing patient care operations. Nurses objecting to a
258 shift-to-shift adjustment may submit a complaint to the staffing committee.
259

260 The staffing committee will examine and respond to complaints submitted to the
261 committee and determine if a specific complaint is resolved or dismissed due to
262 unsubstantiated data.
263

264 11.14 The Employer shall provide a report on the number of staff and travelers in each
 265 unit during Conference Committee each month.
 266

267 11.15 Clinical Advisor. When the numbers of new graduate nurses on a specific unit
 268 comprise a reasonable portion of the unit’s staff and those nurses have
 269 completed their formal preceptor period, the Nurse Managers and/or Charge
 270 Nurse will assess the situation and, as appropriate, appoint a Clinical Advisor to
 271 provide additional clinical support. To the extent possible, the patient load of the
 272 Clinical Advisor will be adjusted in consideration for the additional clinical support
 273 being provided. As a general rule, the Clinical Advisor will not be assigned
 274 charge duties.
 275

276 11.16 Correction of Payroll Errors. Recognizing the importance of nurses receiving
 277 correct pay, the Employer intends to correct payroll errors as soon as possible
 278 after the error has been discovered.
 279

280 11.17 Workplace Violence.

281 a. The employer is committed to promoting a safe workplace that is free from
 282 violence or threats of violence. To promote a safe workplace, the Employer
 283 has established a Workplace Violence Prevention Committee which is tasked
 284 with the development, implementation and monitoring of the WPVP plan. The
 285 WPVP Committee monitors WPV trends and makes necessary
 286 recommendations such as training needs, WPV awareness and reporting
 287 mechanism/s. The employer agrees to allow ~~one~~^{two} (+2) ML RNs selected by
 288 WSNA to participate in the Workplace Violence Prevention Committee. Such
 289 participation shall be on paid time. ~~Additional WSNA-ML members may be
 290 invited to attend committee meetings on an ad hoc basis on unscheduled and
 291 unpaid time, and must be approved in advance by the committee co-chairs. In
 292 addition to participation on the committee, RNs may request a separate JLM
 293 to discuss WPV issues specific to UWMC-ML.~~

294 a.b. ~~Additionally, the Employer agrees to convene on paid time a WPV-ML
 295 workgroup consisting of the 2 ML RNs serving on the WPVC, along with a
 296 UWMC Public Safety Representative plus two other management personnel
 297 as determined by the Employer. The members of the workgroup will
 298 determine the frequency of the meetings. Any actionable suggestions from
 299 the workgroup meetings will be presented to the WPV Committee for
 300 discussion. Additional WSNA-ML members may be invited to attend the WPV-
 301 ML workgroup on an ad hoc basis on unpaid time.~~

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Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Robert H. Lavitt</i></p> <hr/> <p>Robert Lavitt <small>375DD6A502D445A...</small> Date: 7/23/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch <small>ED538CDB172F42B...</small> Date: 7/22/2025</p>
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ARTICLE 12 – HOLIDAY AND VACATION TIME OFF

12.1 Holidays. Holidays for nurses in the bargaining unit shall be as designated by the Employer and approved by the State of Washington for classified employees of the University including UWMC – Montlake. The designated holidays are observed as shown on the Employer’s staff holiday schedule:

1. New Year’s Day
2. Martin Luther King Jr.’s Birthday (3rd Mon Jan)
3. President’s Day (3rd Mon Feb)
4. Memorial Day
5. Independence Day
6. Labor Day
7. Veteran’s Day
8. Thanksgiving Day
9. Native American Heritage Day
10. Christmas Day
11. Juneteenth
12. Personal Holiday

The Employer may designate other days to be observed in lieu of the above holidays.

A Registered Nurse who is required to work a designated holiday or a portion thereof qualifies for holiday premium pay. When full-time nurses work on a designated holiday, they shall receive their regular eight hours of pay plus premium/differential pay at time and one-half (1 ½ X) for all hours worked on such holiday.

When nurses working less than a full-time schedule work on a designated holiday, they shall receive their regular holiday pay on the same pro rata basis that their monthly schedule bears to a full-time schedule, plus premium pay at time and one-half for all hours worked on such holiday.

The institution in lieu of monetary payment may grant holiday credit time off for full-time and part-time RNs. Holiday Compensatory time will be paid out annually on June 30. Holiday Compensatory time may be paid later with advanced approval from Human Resources.

The Employer designated holiday schedule will apply to nurses normally having holidays off who are assigned to fixed Monday through Friday work patterns. If required to work on the designated holiday, holiday pay will apply to the shifts in which the majority of hours occur on the designated holiday.

44 Nurses who are assigned to other work patterns normally including holidays will
 45 receive holiday pay for the shifts on which the majority of hours occur on the
 46 actual holiday, e.g., Christmas is December 25; New Year’s, January 1;
 47 Veteran’s Day, November 11 regardless of the day of the week or designated
 48 Employer holiday.

49
 50 Nurses must be in pay status for at least four (4) hours of their last scheduled
 51 work day preceding the holiday in order to be paid for the holiday. When the RN’s
 52 unit can accommodate, the manager or designee may approve the use of
 53 voluntary unpaid time off for the partial shift without loss of the holiday benefit.
 54

55 12.1.1 Personal Holiday.

- 56
 57 1. Each nurse may request one personal holiday each calendar year and the
 58 Manager must grant this day, provided:
- 59 • The nurse has been continuously employed by the institution for more than
 60 four (4) months;
 - 61 • The nurse has made the request in accordance with the department
 62 scheduling guidelines; however, the nurse and the supervisor may agree
 63 upon an earlier date; and
 - 64 • The number of nurses selecting a particular day off does not prevent
 65 providing continued public service.
- 66 2. Entitlement to the holiday will not lapse when denied under (1)(c) above.
 67 3. Full-time nurses shall receive eight (8) hours of regular holiday pay for the
 68 personal holiday. Any differences between the scheduled shift for the day and
 69 eight (8) hours may be adjusted by use of vacation time off, use or accumulation
 70 of compensatory time or holiday credit as appropriate, or unpaid time off.
 71 4. Part-time classified nurses shall be entitled to the number of paid hours on a
 72 personal holiday that are pro-rated to their FTE.

73 12.2 Vacation Time Off. The vacation accrual schedule for nurses in the bargaining
 74 unit shall be as follows:
 75

During	Paid Vacation Days
1st year	12
2nd year	13
3rd year	14
4th year	15
5th year	16
6th year	17
7th year	18
8th year	19
9th year	20
10th year	21

11th year	22
12th – 19th year	23
20th – 24th year	24
25th year or more	25

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114
115

12.3 Vacation Time Off—Use.

1. All requests for vacation time off must be approved by the Employer in advance of the effective date unless used for emergency childcare as defined in section 15.12 of this Agreement.
2. Vacation time off shall be scheduled by the Employer at a time most convenient to the work of the department, the determination of which shall rest with the employing official. As far as possible, time off will be scheduled in accordance with the wishes of the nurse in any amount up to the total of their accrued time off balance.
3. Paid vacation time off may not be used in advance of its accrual. Scheduling of vacations shall be the responsibility of supervision. When a vacation request is submitted eight (8) weeks or more in advance of schedule posting, that request shall be responded to within two (2) weeks of that request. Nurses shall not be required to secure their own coverage for any properly requested time off. Scheduled weekends during approved vacation periods shall not be rescheduled. However, schedules may be adjusted to meet unit needs. The department shall receive input from the local unit before making changes to established department policies on vacation leave. A signup sheet will be maintained for volunteers to cover vacation weekends. Such volunteers will be scheduled prior to requiring schedule adjustments and will be paid the appropriate weekend premium.
4. Peak Vacation Periods: Peak vacation periods for the purposes of RN scheduling are June 16 through September 15 and Thanksgiving through January 1.
 - a. From June 16 through September 15, vacations will be a maximum of two (2) calendar weeks, unless the clinical area or unit has a limit that exceeds two (2) calendar weeks or can accommodate more than two (2) calendar weeks. The two (2) calendar weeks may be taken consecutively if the RN requests two (2) consecutive weeks.
 - b. From Thanksgiving through January 1, vacations will be a maximum of one (1) calendar week and may be inclusive of one major holiday unless the clinical area or unit has a limit that exceeds one (1) calendar week or can accommodate more than one (1) calendar week.
 - c. Peak Period Vacation Scheduling: Peak period vacation requests will follow the schedule below unless the clinical area or unit has an existing procedure for vacation requests and responses:
 1. June 16 through September 15 requests must be submitted in writing by February 1 and will be approved or denied in writing by February 28.

116 2. Thanksgiving through January 1 vacation requests must be
117 submitted in writing by July 1 and will be approved or denied in
118 writing by July 31.
119

120 The time frames for submission of requests contained in (1) and (2) above do not
121 preclude nurses from submitting requests after the deadline; however, late
122 requests will be considered after those that are timely submitted in accordance
123 with the unit's scheduling guidelines.
124

125 In the event multiple requests for the same period cannot be granted and cannot
126 be resolved among the nurses involved, unit needs or seniority as calculated for
127 transfer will be used as the determining factor.
128

129 12.4 Vacation Time Off – Accumulation-Excess. A RN may accumulate a vacation
130 balance that normally shall not exceed two hundred eighty (280) hours. A RN
131 may elect to accrue in excess of two hundred eighty (280) hours provided:
132

- 133 1. The excess accrued vacation time is used prior to the RN's anniversary date.
- 134 2. The nurse has received written approval of a plan from their manager and
135 Human Resources to use the excess accrued vacation. It is the RN's
136 responsibility to monitor and manage excess accrued vacation. If the
137 approvals outlined above are not met, the RN will lose the accrued vacation in
138 excess of two hundred eighty (280) hours on their anniversary date.
- 139 3. If a RN's request for vacation time off is denied by the Employer, the
140 maximum of two hundred eighty (280) hours accrual shall be extended for
141 each month that the vacation time off is denied.
142

143 12.5 Vacation Time Off – Cash Payment. RNs who have completed six (6) continuous
144 months of employment and who separate from service by resignation, layoff,
145 dismissal, retirement or death are entitled to a lump sum cash payment for all
146 unused vacation time off. Vacation time off payable under this section shall be
147 computed at the RN's regular rate of pay and paid as prescribed by the Office of
148 Financial Management. No contributions are to be made to the Department of
149 Retirement systems for lump sum payment of excess vacation time off
150 accumulated, nor shall such payment be reported to the Department of
151 Retirement Systems as compensation.
152

Tentatively Agreed To:	
For the Union:	For the Employer:
Signed by: <i>Robert H Lavitt</i>	DocuSigned by: <i>Jade Hersch</i>
Robert Lavitt 375DD6A502D445A...	Jade Hersch ED538CDB172F42B...
Date: 8/24/2025	Date: 8/21/2025

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ARTICLE 13 – FAMILY MEDICAL LEAVE AND PARENTAL LEAVE

Leave Procedure. All leaves as delineated in Sections 13.1 through 13.8 below are to be requested from the Employer in writing as far in advance as possible, stating all pertinent details and the amount of time requested. A written reply to grant or deny the request shall be given by Human Resources within thirty (30) days except as otherwise provided in this Article.

13.1 Military Family Leave/Caregiver. As required by federal law, an RN who is the spouse, son, daughter, parent or next of kin of a covered veteran who is recovering from a serious illness or injury sustained in the line of duty while on active duty is entitled to twenty-six (26) weeks of leave in a single twelve (12)-month period to care for the service member, including all other types of FMLA leave.

Next of kin of a covered veteran is the nearest blood relative, other than the veteran’s spouse, parent, son, or daughter in the following order of priority:

1. a blood relative who has been designated in writing by the service member as the next of kin for FMLA purposes
2. blood relative who has been granted legal custody of the service member
3. brothers and sisters
4. grandparents
5. aunts and uncles
6. first cousins

When the veteran designates in writing a blood relative as next of kin for FMLA purposes, that individual is deemed to be the veteran’s only FMLA next of kin. When the veteran has not designated in writing a next of kin for FMLA purposes, and there are multiple family members with the same level of relationship to the veteran, all such family members are considered the veteran’s next of kin and may take FMLA leave to provide care to the veteran.

13.2 Federal Family and Medical Leave Act. Benefits provided through state laws and this contract shall not be diminished or withheld in complying with the Family and Medical Leave Act of 1993.

Consistent with the Federal Family and Medical Leave Act of 1993, a nurse who has worked for the state for at least twelve (12) months and for at least one thousand two hundred and fifty (1250) hours during the twelve (12) months prior to the requested leave is entitled to up to twelve (12) work weeks of leave per year for any combination of the following:

- a. parental leave to care for a newborn or newly placed adopted or foster child; or

- 45 b. personal medical leave due to the nurse’s own serious medical condition
- 46 that requires the nurse’s absence from work; or
- 47 c. family medical leave to care for a family member who suffers from a
- 48 serious medical condition that requires care or supervision by the nurse.

49 Family Member is defined as: the nurse’s spouse or same or opposite sex
 50 domestic partner, child, parent, grandparent, grandchild, sister, or brother. It also
 51 includes individuals in the following relationships with the nurse’s spouse or
 52 domestic partner: child, parent, and grandparent. “Child” also includes any child
 53 residing in the nurse’s home through foster care, legal guardianship or custody.
 54 Family members include those persons in a “step” relationship.

55
 56 As required by federal law, nurses are entitled to up to twelve (12) weeks of
 57 leave because of any qualifying exigency arising out of the fact that the spouse,
 58 son, or daughter or parent is on active duty in the Armed Forces in support of a
 59 contingency operation.

60
 61 13.3. The amount of family medical leave available to a nurse is determined by using a
 62 rolling twelve (12) month period. The rolling twelve (12) month period measures
 63 FMLA leave availability by “looking backward” from the date an nurse begins
 64 FMLA leave, adding up any FMLA leave used in the previous twelve (12)
 65 months, and subtracting that amount from the nurse’s twelve (12) workweek
 66 FMLA leave entitlement. The remaining amount is available to the nurse.

67
 68 13.4. The nurse shall use appropriate accrued paid time off (for example, sick time off,
 69 compensatory time, shared leave, personal holiday, holiday credit, vacation time
 70 off) before unpaid time off for absence is granted in accordance with the Family
 71 and Medical Leave Act unless it runs concurrently with Washington Family and
 72 Medical Leave (PFML).

73
 74 A nurse may choose to retain up to eighty (80) hours of vacation or sick time off
 75 while on leave. Vacation and sick time off that have been requested and
 76 approved prior to the request for the use of FMLA will not be considered when
 77 requiring nurses to use leave during FMLA-covered leave. This does not apply
 78 during an absence covered by the Washington Family and Medical Leave
 79 Program (PFML).

80
 81 13.5 The University will continue the nurse’s existing employer-paid health insurance
 82 benefits during the period of leave covered by FMLA. If necessary, due to
 83 continued personal medical or parental leave approved beyond the FMLA period,
 84 or if the nurse is not eligible for FMLA, the nurse may elect to use eight (8) hours
 85 of accrued applicable paid leave for continuation of employer paid health
 86 insurance benefits while on approved personal medical or parental leave.

87
 88 13.6 FMLA leave may be taken intermittently or as part of a reduced work schedule
 89 when medically necessary.

90
91 13.7 Following absence granted for FMLA leave, the nurse shall return to the same or
92 equivalent position held prior to the absence.

93
94 13.8 Parental Leave. Parental leave is defined as: up to four months of leave taken
95 after the birth of a child to the nurse, spouse or domestic partner, or because of
96 the placement of a child with the nurse or domestic partner through adoption or
97 foster care. Parental leave may extend up to six (6) months, including time
98 covered by the FMLA, during the first year after the child's birth or placement.
99 Leave beyond the period covered by FMLA may only be denied by the Employer
100 due to operational necessity. Extensions beyond six (6) months may be
101 approved by the Employer.

102
103 To be paid during Parental leave, the nurse must use accrued vacation time off,
104 sick time off up to eighteen (18) weeks (720 hours), personal holiday, holiday
105 credit, or compensatory time, the combination of which may be determined by
106 the employee. Nurses must use all applicable accrued time off prior to going on
107 unpaid time off unless it runs concurrently with Washington Family and Medical
108 Leave (PFML).

109
110 Tentatively Agreed To:

111
112 For the Union:

Signed by:

Robert H Lavitt

Robert Lavitt 375DD6A502D445A...

Date: 8/24/2025

113
114 For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch ED538CDB172F42B...

Date: 8/21/2025

116

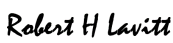
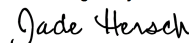
ARTICLE 14 – WASHINGTON PAID FAMILY & MEDICAL LEAVE PROGRAM

~~Washington Family Medical Leave Program (PFML) effective January 1, 2020.~~

The parties recognize that the Washington ~~State Paid~~ Family and Medical Leave Program ~~(PFML) (RCW 50A.15)~~ is in effect ~~beginning January 1, 2020~~ and eligibility for and approval of leave for purposes as described under ~~PFML that Program~~ shall be in accordance with RCW 50A.~~04~~. In the event that the legislature amends all or part of RCW 50A.~~04~~, those amendments are considered by the parties to be incorporated herein. In the event that the legislature repeals all or part of RCW 50A.~~04~~, those provisions that are repealed are considered by the parties to be expired and no longer in effect upon the effective date of their repeal.

Under RCW 50A, employer provided healthcare benefits must be maintained during a PFML leave, so interspersing time off is not required provided the nurse qualifies for a reason under the federal FMLA. Under RCW 50A.15.060(2), the University has elected to offer supplemental benefits in the form of bereavement time off when the employee is qualified for PFML family leave per RCW 50A.05.010 10(d), sick time off, vacation time off, personal holiday, holiday credit, holiday taken, or compensatory time off.

Nurses who request PFML benefits through the Employment Security Department must provide notice to the University as outlined under RCW 50A. ~~15.03035.010~~.

Tentatively Agreed To:	
For the Union: Signed by:  Robert Lavitt <small>375DD6A502D445A...</small> Date: 8/26/2025	For the Employer: DocuSigned by:  Jade Hersch <small>ED538CDB172F42B...</small> Date: 8/4/2025

ARTICLE 15 – OTHER LEAVES OF ABSENCE

15.1 Leave Procedure. All leaves as delineated in Sections 2 through 16 below are to be requested from the Employer in writing as far in advance as possible, stating all pertinent details and the amount of time requested. A written reply to grant or deny the request shall be given by Human Resources within thirty (30) days except as otherwise provided in this Article.

15.2 Disability Leave.

1. Disability leave shall be granted for a reasonable period to a permanent nurse who is precluded from performing ~~his/her~~ their job duties because of a disability (including those related to pregnancy or childbirth). Disability leave includes a serious health condition of the nurse as provided in the federal Family and Medical Leave Act of 1993. (FMLA) Leave for disability due to pregnancy or childbirth is in addition to twelve (12) weeks under the FMLA.
2. In any case in which the necessity for leave is foreseeable based on planned medical treatment, the nurse shall provide not less than thirty (30) days' notice, except that if the treatment requires leave to begin in less than thirty days, the nurse shall provide such notice as is practicable.
3. The disability and recovery period shall be as defined and certified by the nurse's licensed health care provider. The nurse shall provide, in a timely manner, a copy of such certification to the employer.
4. Certification provided under this section shall be sufficient if it states:
 - a. The date on which the condition commenced;
 - b. The probable duration of the condition;
 - c. The appropriate medical facts within the knowledge of the health care provider regarding the condition;
 - d. A statement that the nurse is unable to perform the essential functions of ~~his/her~~ their position.
5. The employer may require, at its expense, that the nurse obtain the opinion of a second health care provider designated or approved by the employer. The health care provider shall not be employed on a regular basis by the employer.
6. In any case in which the second opinion differs from the original certification, the employer may require, at its expense that the nurse obtain the opinion of a third health care provider designated or approved jointly by the employer and the employee. The opinion of the third health care provider shall be final and binding.
7. The employer may require that the nurse obtain subsequent re-certifications on a reasonable basis.
8. Disability leave may be a combination of sick time off, vacation time off, personal holiday, compensatory time, holiday credit, and unpaid time off and shall be granted at the written request of the nurse. The combination and use of paid and unpaid time off during a disability leave shall be per the choice of the nurse.
9. The institution shall maintain health care coverage during disability leave granted here, in accordance with the requirements of the Public Employee's Benefits Board (PEBB), FMLA, and PFML. As specified in the FMLA and PFML, the

47 institution may recover the premium for maintaining coverage during the period of
48 unpaid disability leave if the nurse does not return to work.
49 10. If necessary due to continued disability, the nurse shall be allowed to use eight
50 (8) hours of accrued paid time off per month for the duration of the leave to
51 provide for continuation of benefits as provided by the PEBB. The employer shall
52 designate on which day of each month the eight (8) hours paid time off will be
53 used.

54

55 15.3 Military Leave With Pay.

56

- 57 1. Nurses shall be entitled to military leave with pay not to exceed twenty-one (21)
58 working days during each year, beginning October 1 and ending the following
59 September 30, in order to report for active duty, when called, or to take part in
60 active training duty in such manner and at such time as they may be ordered to
61 active duty or active training duty in the Washington National Guard or of the
62 Army, Navy, Air Force, Coast Guard, or Marine Corps reserve of the United
63 States or of any organized reserve or armed forces of the United States.
- 64 2. Such leave shall be in addition to any vacation and sick time off to which a nurse
65 is entitled and shall not result in any reduction of benefits, performance ratings,
66 privileges or pay.
- 67 3. During military leave with pay, the RN shall receive the RN's regular rate of pay.
- 68 4. Nurses required to appear during working hours for a physical examination to
69 determine physical fitness for military service shall receive full pay for the time
70 required to complete the examination.

71

72 15.3.1 Military Leave Without Pay. A Registered Nurse shall be entitled to military leave
73 of absence without pay for service in the uniformed services of the United States
74 or the state, and to reinstatement as provided in chapter 73.16 RCW. No
75 adjustments shall be made to the seniority date, leave accrual rate, periodic
76 increment date and anniversary date while an employee is on military leave.

77

78 15.4 Military Spouse Leave. Pursuant to state law, up to fifteen (15) business days of
79 leave will be granted to a RN whose spouse is on leave from deployment or
80 before and up to deployment during a period of military conflict. A RN who takes
81 leave under this section may elect to substitute any accrued leave to which s/he
82 is entitled. RNs must provide notice to the Employer within five (5) business days
83 of receiving notice of call or order to active duty or notice that the RN's spouse
84 will be on leave from deployment.

85

86 15.5 Educational Leave. After six (6) months of continuous employment, permission
87 may be granted for leave of absence without pay for up to one (1) year of study,
88 without loss of accrued benefits.

89

90 A nurse shall not incur any reduction in pay when participating in an educational
91 program at the request of the Employer.

92

93 15.6 Leave of Absence Without Pay.

- 94
- 95 1. Leave of absence without pay may be allowed for any of the following
- 96 reasons:
- 97 a. Conditions applicable for leave with pay;
- 98 b. Disability leave;
- 99 c. Educational leave;
- 100 d. Leave for government service in the public interest;
- 101 e. Parental leave;
- 102 f. Child care emergencies;
- 103 g. To accommodate annual work schedules of nurses occupying cyclic
- 104 year positions;
- 105 h. Serious health condition of an eligible nurse’s child, spouse, domestic
- 106 partner (same sex or opposite sex) or parent.
- 107 2. Requests for leave of absence without pay must be submitted in writing to the
- 108 Employer and must receive the approval of both the employing official and the
- 109 personnel officer.
- 110 3. Leave of absence without pay extends from the time an nurse’s leave
- 111 commences until they are scheduled to return to continuous service, unless at
- 112 the nurse’s request the employing official and the personnel officer agree to
- 113 an earlier date.
- 114 4. Vacation time off and sick time off credits will not accrue during a leave of
- 115 absence without pay which exceeds eighty (80) hours in any calendar month,
- 116 prorated for part-time employment.

117

118 15.7 Leave of Absence-Duration. Leave of absence without pay shall not exceed

119 twelve months except for educational leave, which may be allowed for the

120 duration of actual attendance, and leave for government service in the public

121 interest. Leave of absence without pay may be extended for an additional twelve

122 months upon signed request of the nurse and signed approval of the Nurse

123 Manager or designee and Human Resources.

124

125 15.8 Civil Duty Time Off. ~~TPaid~~ time off shall be granted nurses to serve on jury duty,

126 as trial witnesses, or to exercise other subpoenaed civil duties. ~~Nurses shall~~

127 ~~reimburse the institution for all compensation received for such civil duty,~~

128 ~~exclusive of expenses incurred.~~

129

130 The Nurse Manager or designee will consider the impact of jury duty on

131 scheduling assignments of RNs on civil duty leave. Nurses required to serve on

132 civil duty shall be provided civil duty time off for any scheduled work shifts during

133 the twelve hours immediately before and immediately following the civil duty. If a

134 nurse serves five consecutive days of jury service (beginning Monday and ending

135 Friday), then the nurse ~~should~~ shall not be required to work the following

136 weekend and may substitute benefit time for weekend hours scheduled.

137

138 15.9 Time-Off Service Date ~~(Anniversary Date)~~. The most recent date of hire into state
 139 service.

140
 141 15.10 Progression Start Date. The date upon which a RN is scheduled to move to a
 142 higher salary step within their range.

143
 144 Use of paid time off or unpaid time off shall not alter a nurse's progression start
 145 date or seniority compensation or status with the Employer.
 146 ~~Unpaid time off for a period of eighty (80) hours or less in a calendar month,~~
 147 ~~prorated for part-time employment, shall not alter a nurse's progression start~~
 148 ~~date.~~

149
 150 ~~When the use of unpaid time off during a leave of absence without pay exceeds~~
 151 ~~eighty (80) hours in any calendar month, prorated for part-time employment, the~~
 152 ~~progression start date will be extended by one month except where the leave of~~
 153 ~~absence is the result of work-related injury or military service.~~

154
 155 15.11 Leave of Absence – Employee Rights. Nurses returning from an authorized leave
 156 of absence within six (6) months shall be employed in the same position or in
 157 another position in the same class in the same geographical area and
 158 organizational unit, providing that such reemployment is not in conflict with rules
 159 relating to reduction in force.

160
 161 15.12 Leave Due to Family Care Emergencies.

- 162
 163 1. Absence due to family care emergencies as defined shall be charged to one
 164 of the following:
 165 a. Compensatory time off;
 166 b. Vacation time off;
 167 c. Sick time off;
 168 d. Personal holiday;
 169 e. Unpaid time off.
 170 2. Use of any of the above time off type is dependent upon the nurse's eligibility
 171 to use such time off. Accrued compensatory time shall be used before any
 172 other time off is used.
 173 3. Use of vacation time off, sick time off, and unpaid time off for emergency
 174 family care is limited to six (6) days total per calendar year.
 175 4. The nurse upon returning from such time off shall designate in writing to
 176 which time off type the absence will be charged. For the purpose of this
 177 section, advance approval or written advance notice of time off use shall not
 178 be required.

179 There are two (2) types of family care emergencies:
 180 a. Child care emergency is defined as a situation causing an employee's
 181 inability to report for or continue scheduled work because of
 182 emergency child care requirements ("child" as identified in section
 183 164.2, below), such as unexpected absence of regular care provider,

184 unexpected closure of child’s school, or unexpected need to pick up
 185 child at school earlier than normal.

186 b. An elder care emergency occurs when you are unable to report for or
 187 continue scheduled work because of emergency elder care
 188 requirements such as the unexpected absence of a regular care
 189 provider or unexpected closure of an assisted living facility.

190 5. Accrued sick time off in excess of six (6) days may be used when the nurse’s
 191 child’s school or day care has been closed by a public official for any health-
 192 related reason or after the declaration of an emergency by a local or state
 193 government or agency, or by the federal government.

194
 195 **15.13 Extended Leaves.** In addition to other approved leave programs; there shall be
 196 an extended leave program at UWMC – Montlake. The program shall provide for
 197 three to five registered nurses to be eligible for a leave of absence not to exceed
 198 six (6) months following completion of four years of unbroken service as an RN at
 199 UWMC – Montlake. Participants in the program shall use vacation, holiday or
 200 compensatory leave as a portion of the requested leave.

201
 202 The Conference Committee shall participate in the development of criteria by
 203 which the program will be administered and evaluated for possible continuation.

204
 205 **15.14 Suspended Operation.**

206
 207 1. If ~~the Chief Executive Officer of the institution determines that the public~~
 208 ~~health or property or safety is jeopardized and it is advisable due to~~
 209 ~~emergency conditions to a suspension of the operations has been declared~~
 210 ~~in accordance with the UW Administrative Order No. 11 dated January 15,~~
 211 ~~2025, of all or any portion of the institution,~~ the following will govern regular
 212 nurses:

213 a. When prior notification has not been given, nurses released until
 214 further notice after reporting to work, shall receive a minimum of four
 215 (4) hours pay for the first day. The following options shall be made
 216 available to affected nurses not required to work for the balance of the
 217 closure:

- 218 i. Vacation time off, personal holiday; or
- 219 ii. Accrued compensatory time (where applicable) or holiday credit;
- 220 or
- 221 iii. Unpaid time off; or
- 222 iv. Reasonable opportunity to make up work time lost as a result of
- 223 the suspended operation as provided in subsection (1)(c).

224 b. Nurses required to work shall receive their regular rate of pay for work
 225 performed during the period of suspended operation. Overtime worked
 226 during the closure will be compensated. The Employer may offer
 227 hazard pay.

228 c. Nurses who lose regular work time as a result of suspended operation
 229 may request to work additional hours during the sixty (60)-day period

230 immediately following the suspended operation. Compensation for
 231 such additional work shall be granted on a compensatory time basis at
 232 ~~the appropriate rate of pay not less than straight time nor more than~~
 233 ~~time and one-half (1 ½ X)~~, and shall be part of the institution's
 234 suspended operations procedures. The amount of compensation
 235 earned under this section should not exceed the amount of salary lost
 236 by the nurse due to suspended operation.

- 237 2. Each institution/related board, together with the appropriate exclusive
 238 representative(s) shall develop and file with the director, subject to approval, a
 239 procedure to provide for staffing during periods of suspended operation. The
 240 procedure shall include identification of the manner in which nurses will be
 241 notified of ~~the suspension of~~ ~~operations by the Chief Executive Officer.~~
- 242 3. The provisions of this rule may be utilized only when an institutional
 243 procedure has been approved by the director and an official declaration of
 244 suspended operation has been made ~~by the Chief Executive Officer of the~~
 245 ~~institution.~~
- 246 4. The provisions of this section and institutional procedures adopted hereunder
 247 may not be in effect in excess of fifteen (15) calendar days unless within the
 248 fifteen (15) days the personnel officer requests the director's or designee's
 249 approval of an extension. Such approval is subject to confirmation by the
 250 board.
- 251 5. Public Health Suspended Operations. Accrued sick leave may be used for the
 252 suspension of operations when the nurse's workplace has been closed by a
 253 public health official for any health related reason or after the declaration of
 254 an emergency by a local or state government or agency, or by the federal
 255 government. If sick time off is not available to the nurse, the time off use and
 256 compensation provisions ~~above under 14.15(1)(a)~~ apply.

257
 258 **15.15 WSNA Leave.** Nurses who intend to absent themselves from work for the
 259 purpose of attending and participating in WSNA business functions or programs
 260 such as meetings, conventions, seminars, or in other meetings called by the
 261 WSNA may do so under the following conditions:

- 262
- 263 a. Use accrued vacation time off;
- 264 b. Take voluntary unpaid time off;
- 265 c. Use accrued holiday credit or personal holiday time;
- 266 d. Use accrued compensatory time.

267
 268 WSNA and/or the nurse shall request approval from the affected nurse's
 269 immediate supervisor at least two (2) weeks prior to the planned absence for
 270 approval.

271
 272 **15.16 Domestic Violence Leave.** Pursuant to RCW 49.76, if a RN or family member is a
 273 victim of domestic violence, sexual assault or stalking, the RN may take
 274 reasonable leave from work, intermittent leave or leave on a reduced leave
 275 schedule to take care of legal or law enforcement needs to ensure the RN's or

276 family member's health and safety. In addition, leave may be taken by the RN to
277 seek medical treatment, mental health counseling and social services assistance
278 for the RN or the RN's family member.

279
280 For purposes of this section, "family member" includes a nurse's child, spouse,
281 parent, parent-in-law, grandparent, domestic partner or a person who the nurse
282 is dating. The RN must provide advance notice of the need for such leave,
283 whenever possible and may be required to provide verification of need and
284 familial relationship (e.g. a birth certificate, police report).

285
286 A RN may elect to use any combination of their accrued time off or unpaid time
287 off. The Employer shall maintain health insurance coverage for the duration of
288 the leave.

289
290 The Employer shall maintain the confidentiality of all information provided by the
291 RN including the fact that the RN is a victim of domestic violence, sexual assault
292 or stalking, and that the RN has requested leave.

293
294 15.17 Leave Without Pay for Reason of Faith or Conscience. In accordance with RCW
295 1.16.050, nurses will have the option to take up to two unpaid holidays per
296 calendar year for a reason of faith or conscience, or for an organized activity
297 conducted under the auspices of a religious denomination, church, or religious
298 organization.

299
300 To take unpaid time off under the statute, nurses must consult with their
301 supervisor or administrator and use their unit's procedure for making advance
302 leave requests. The nurse will need to inform their unit that the requested unpaid
303 day(s) is for a reason of faith or conscience or for an organized activity
304 conducted under the auspices of a religious denomination, church, or religious
305 organization.

306
307 The employer can only deny a nurse's requested day(s) off if the employer
308 determines that the requested time off would impose an undue hardship on the
309 employer, or the nurse's presence is necessary to maintain public safety. Undue
310 hardship is defined in Washington Administrative Code (WAC) 82-56-020.
311 Nurses may be asked to provide verification for their unpaid time off request.

312
313 Requests to use unpaid time off will follow normal departmental leave request
314 processes.

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Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by:</p> <p><i>Robert H Lavitt</i></p> <hr/> <p>Robert Lavitt <small>375DD6A502D445A...</small></p> <p>Date: 8/26/2025</p>	<p>For the Employer:</p> <p>DocuSigned by:</p> <p><i>Jade Hersch</i></p> <hr/> <p>Jade Hersch <small>ED538CDB172F42B...</small></p> <p>Date: 7/24/2025</p>
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ARTICLE 16 – SICK TIME OFF

1
2
3 16.1 Sick Time—Accrual.
4

- 5 1. Full-time RNs shall accrue eight hours of sick time off for each month of
6 completed service. Paid sick time off may not be used in advance of accrual.
- 7 2. RNs working less than a full-time schedule shall accrue sick time off on the same
8 pro-rata basis that their employment schedule bears to a full-time schedule.
- 9 3. Employees with leave without pay exceeding 80 hours in a month (prorated for
10 part-time) will earn a monthly accrual proportionate to the number of hours in pay
11 status, in the month to that required for full-time employment. Sick leave accruals
12 must not exceed eight hours in a month.

13
14 16.2 Family Members. The RN’s spouse or state registered domestic partner (any
15 sex), child, child’s spouse, parent, grandparent, grandchild, sibling. Family
16 member also includes individuals in the following relationships with the RN’s
17 spouse or domestic partner: child, grandchild, parent and grandparent. “Child”
18 also includes a child of a legal guardian or de facto parent, regardless of age or
19 dependency status and those to whom the nurse is “in loco parentis” or “de facto”
20 parent as well as a child of a legal guardian or de facto parent. Parent and
21 Parent-in-law also includes de facto parent, foster parent, stepparent, or legal
22 guardian. Family member also includes any individual who regularly resides in
23 the employee’s home or where the relationship creates an expectation that the
24 employee care for the person, and that individual depends on the employee for
25 care. Family member does not include an individual who simply resides in the
26 same home with no expectation that the employee care for the individual.
27

28 16.3 Sick Time Off—Use.
29

- 30 1. Sick time off shall be allowed an nurse under the following conditions:
 - 31 a. Because of and during illness, disability or injury which has incapacitated
32 the nurse from performing required duties.
 - 33 b. By reason of exposure of the nurse to a contagious disease during such
34 period as attendance on duty would jeopardize the health of fellow nurses
35 or the public.
 - 36 c. When an employee’s child’s school or place of care has been closed for a
37 health-related reason or after the declaration of an emergency by a local
38 or state government or agency, or by the federal government.
 - 39 d. Because of emergencies caused by serious illness or injury of a family
40 member fifteen years of age and over that require the presence of the
41 nurse to provide immediate necessary care of the patient or to make
42 arrangements for extended care. The Employer may authorize sick time
43 off use as provided in this subsection for other than family members.
 - 44 e. To care for a child, as defined under section 156.2 above, under the age
45 of eighteen (18) with a health condition that requires treatment or
46 supervision, or to make arrangements for extended care.

- 47 f. Because of illness or injury of a family member who is a person of
- 48 disability and requires the employee’s presence to provide short-term care
- 49 or to make arrangements for extended care.
- 50 g. To provide emergency child care for the nurse’s child.
- 51 h. Because of a family member’s death that requires the assistance of the
- 52 nurse in making arrangements for interment of the deceased.
- 53 i. For personal medical, dental, or optical appointments or for family
- 54 members’ appointments when the presence of the nurse is required, if
- 55 arranged in advance with the employing official or designee.
- 56 i.j. If the employee or the employee’s family member is a victim of domestic
- 57 violence, sexual assault, or stalking as defined in RCW 49.76.020. The
- 58 Employer may require the request for leave for this purpose be supported
- 59 by verification per Administrative Policy Statement 46.8.
- 60 j.k. To allow the employee to prepare for, or participate in, any judicial or
- 61 administrative immigration proceeding involving the employee or
- 62 employee’s family member.¹
- 63 2. Sick time off may be granted for condolence or bereavement.
- 64 3. In accordance with the Washington Family Care Act, RCW 49.12, RNs shall be
- 65 allowed to use any or all of their choice of sick time off or other paid time off to
- 66 care for their (a) child with a health condition that requires treatment or
- 67 supervision or (b) spouse, parent, parent-in-law or grandparent who has a
- 68 serious health condition or an emergency condition. Nurses shall not be
- 69 disciplined or otherwise discriminated against because of the exercise of these
- 70 rights.
- 71 4. Sick time Off Verification: The Employer will not require verification for absences
- 72 of three (3) consecutive work days or less. Such verification or proof may be
- 73 given to the supervisor/manager or Human Resources according to departmental
- 74 policy.
- 75 5. Any discrimination or retaliation against a nurse for lawful exercise of paid sick
- 76 time off rights is not allowed. Corrective action may not be taken for the lawful
- 77 use of paid sick time off.

78

79 16.4 Bereavement Time Off. ~~Three~~ **Five (35)** days of bereavement time off shall be

80 granted for each death of a family member including loss of pregnancy. A

81 qualifying pregnancy for the purpose of bereavement is defined as the pregnancy

82 of the employee, including as a surrogate, or employee parent-to-be, including

83 through surrogacy or adoption, where the employee would have been the parent.

84 Family member is as, defined as the RN's spouse or state registered domestic

85 partner (any sex), child, parent, grandparent, grandchild, sibling. Family member

86 also includes individuals in the following relationships with the RN's spouse or

87 domestic partner: child, parent and grandparent. “Child” also includes a child of

88 a legal guardian or de facto parent, regardless of age or dependency status and

89 those to whom the nurse is “in loco parentis” or “de facto” parent as well as a

90 child of a legal guardian or de facto parent. Parent and Parent-in-law also

¹ This provision will become effective on July 27, 2025 pursuant to Engrossed Substitute House Bill 1875.

~~includes de facto parent, foster parent, stepparent, or legal guardian in Section 16.2 (above).~~

~~Sick time off~~ In addition to the ~~three five (35)~~ days of bereavement time off, sick time off may be used for the purpose of bereavement with the approval of the nurse manager.

16.5 Sick Time Off Cash Out.

1. Nurses shall be eligible to receive monetary compensation for accrued sick time off as follows:
 - a. In January of each year, and at no other time a nurse whose year-end sick time off balance exceeds four hundred and eighty (480) hours may choose to convert sick time off hours earned in the previous calendar year minus those used during the year to monetary compensation.
 - i. No sick time off hours may be converted which would reduce the calendar year-end balance below four hundred and eighty (480) hours.
 - ii. Monetary compensation for converted hours shall be paid at the rate of twenty-five percent (25%) and shall be based upon the nurse’s current salary.
 - iii. All converted hours will be deducted from the nurse’s sick time off balance.
 - b. Nurses who separate from state service due to retirement or death shall be compensated for their unused sick time off balance at the rate of twenty-five percent (25%). Compensation shall be based upon the nurse’s salary at the time of separation. For the purpose of this subsection, retirement shall not include “vested out-of-service” nurses who leave funds on deposit with the retirement system.
2. Compensation for unused sick time off shall not be used in computing the retirement allowance; therefore no contributions are to be made to the retirement system for such payments, nor shall such payments be reported as compensation.
3. A nurse who separates from the classified service for any reason other than retirement or death shall not be paid for accrued sick time off.

16.6 Sick Time Off Donation. In accord with state law and Employer policy, RN’s may donate sick time off to any nurse entitled to receive such donations under the University’s Shared Leave Programs under APS 45.10 and 45.9.

16.7 Advance Notification. All nurses working any shift shall notify the Employer at least two hours in advance of the nurse’s scheduled shift if unable to report for duty as scheduled.

16.8 Voluntary Employee Beneficiary Association (VEBA). ~~RNs who separate from state service due to retirement or death must be compensated for their total~~

137 unused sick time off accumulation at the rate of twenty five percent (25%). The
 138 employer will deposit the equivalent funds into a Health Reimbursement Account
 139 (HRA) through Voluntary Employee’s Beneficiary Associate (VEBA) which
 140 complies with WAC 357-31-375. Compensation will be based on the employee’s
 141 salary at the time of separation. For the purpose of this subsection, retirement
 142 does not include “vested out-of-service” employees who leave funds on deposit
 143 with the Department of Retirement Systems (DRS). Furthermore, no
 144 contributions will be made to the DRS, nor any other retirement system, for
 145 payments under this subsection, nor are such payments reported as
 146 compensation for retirement purposes. RNs who retire from the University of
 147 Washington may participate in the University’s VEBA program in accord with the
 148 terms and conditions of the program at the time of the RN’s retirement. Such
 149 terms and conditions may be found on the HR website
 150 at: [https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/veba-sick-](https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/veba-sick-leave-cash-out-at-retirement/)
 151 [leave-cash-out-at-retirement/](https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/veba-sick-leave-cash-out-at-retirement/)
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153 Tentatively Agreed To:
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 155 For the Union: Signed by: Robert H. Lavitt
 156 Robert Lavitt 375DD6A502D445A...
 157 Date: 7/23/2025
 158 For the Employer: DocuSigned by: Jade Hersch
 159 Jade Hersch ED538CDB172F42B...
 Date: 7/22/2025

ARTICLE 17 – CONFERENCE COMMITTEE

17.1 Conference Committee. The Conference Committee shall meet at least quarterly. It shall consist of the three elected representatives of the nurses plus one clinical unit representative appointed by the nurse bargaining unit, and WSNA staff member, and five representatives of the Employer to include the Chief Nursing Executive and/or designee and one member of the Employer’s contract negotiating team. The purpose of the Conference Committee is to act in an advisory capacity to foster problem solving through communications between the Employer and nurses in the bargaining unit and deal with matters of nursing practice and general concern to the parties. Major organizational or policy changes in the nursing department that have a direct bearing on nursing practice or working conditions shall be an appropriate subject for discussion by the Conference Committee. Parties will make best efforts to provide agenda items at least one week in advance of the meeting. Attendance at Conference Committee will be considered work time and will be paid at the regular rate of pay.

A general group “grievance” as defined in this Agreement coming before the Conference Committee which is not resolved by the parties may be submitted in accordance with Article 20 at Step Two of the Grievance Procedure.

17.2 Professional Practice Council. The Professional Practice Council discusses nursing practice within the UWMC – Montlake related to patient care and professional nurses’ issues. The Council shall include at least one RN selected by WSNA. The council’s activities are not subject to the contractual grievance procedures. All time spent by the WSNA designee will be considered work time and will be paid at the regular rate of pay.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: <i>Robert H Lavitt</i>	DocuSigned by: <i>Jade Hersch</i>
Robert Lavitt 375DD6A502D445A...	Jade Hersch ED538CDB172F42B...
Date: 8/26/2025	Date: 8/4/2025

ARTICLE 18 – EMPLOYEE FACILITIES

Employee Facilities. Restrooms, lockers, and attendant facilities shall be provided as required in the orders and regulations of the State of Washington Department of Labor and Industries. Facilities shall be made available for personal belongings.

Tentatively Agreed To:

For the Union:

Signed by:

Robert H Lavitt

Robert Lavitt

Date: 8/24/2025

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch

Date: 8/21/2025

ARTICLE 19 – CORRECTIVE ACTION (PROGRESSIVE DISCIPLINE) DISMISSAL AND RESIGNATION

The parties will follow the “Corrective Disciplinary Action Process” outlined below. No full-time or part-time RN who has completed the probationary period shall be subject to the Corrective Action Process except for just cause. The principle of Corrective Action will be consistently applied. Consistent application offers the greatest opportunity for both the nurse and the Director/Manager to attempt to work out a satisfactory problem resolution. The process will be considered to incorporate the concept of progressive discipline while providing a positive method for improvement rather than punitive action. Within the context of consistent application of this Article, the Employer will determine the specific step at which the process begins based on the nature and severity of the problem.

19.1 Verbal Counseling Session. Prior to implementing the Corrective Disciplinary Action/Dismissal Process below, a supervisor and RN may have informal discussions over concerns which do not rise to the level of the formal Corrective Action/Dismissal process but which the supervisor feels the RN should be made aware of. The discussions may include suggestions for addressing those concerns.

19.2 Corrective Disciplinary Action/Dismissal Process. The University will make clear to the RN the specific step of the process being conducted. At all steps of the process the reason for the action will be discussed with the RN, the RN will be made aware of how the Nurse Manager learned of the problem and the RN will be given opportunity to respond.

Formal Disciplinary Counseling. – Formal Disciplinary Counseling will include drafting a written Formal Disciplinary Counseling action plan that will identify specific problem areas, performance objectives and suggestions for remedying the problem areas. The Formal Disciplinary Counseling action plan will also include timelines for the initiation and completion of actions to be taken by the RN and the Employer. The Formal Disciplinary Counseling meeting will be between the RN, a WSNA representative at the RN’s discretion, the Nurse Manager and a Human Resources Consultant. The primary role of the Nurse Manager will be to address the performance problem and the primary role of the Human Resource Consultant will be to guarantee that the meeting is conducted in conformance with due process and this contract.

Final Disciplinary Counseling. – Final Disciplinary Counseling will include individuals in the same capacity as those who attended the Formal Disciplinary Counseling. Final Disciplinary Counseling will include the drafting of a written Final Disciplinary Counseling action plan, which may be identical to or a revision of the Formal Disciplinary Counseling action plan. ~~As part of the Final Disciplinary Counseling session, the Employer may approve a decision-making period of one (1) day of paid time away from the work site in order to give the RN~~

~~an opportunity to consider the consequences of failure to follow the Final Disciplinary Counseling action plan. If the Employer provides a decision-making day, the RN will be given a list of expectations and problem statements prior to the day taking place.~~

Dismissal. – Prior to dismissal, a pre-determination meeting will be scheduled to give the RN an opportunity to make ~~his/her~~their case before the final decision is made. The RN has the right to be represented at the pre-determination meeting. Prior to dismissal, absent extraordinary circumstances (e.g. theft; workplace violence), the Employer shall give written notice of the charges against the RN not less than five (5) days prior to the pre-determination meeting.

Demotion. – When mutually agreed, demotion to another position within the bargaining unit may be considered at any step of the Process.

19.3 Representation.

Investigatory Meetings. – A RN may request and be accompanied by a WSNA representative when a meeting is investigatory in nature and may reasonably be expected to result in Formal Disciplinary Counseling, Final Disciplinary Counseling or Dismissal. RN’s will be advised of any scheduled investigatory meeting when Formal Disciplinary Counseling, Final Disciplinary Counseling or Dismissal is a potential outcome so the RN’s may determine if they wish to have an Association Representative present at the investigatory meeting.

Formal Disciplinary Counseling, Final Disciplinary Counseling, Pre-determination Meetings. – RN’s will also be notified orally or in writing that they may bring WSNA representation to Formal Disciplinary Counseling, Final Disciplinary Counseling and pre-determination meetings.

Attendance of WSNA representatives at investigatory meetings or at Formal Disciplinary Counseling, Final Disciplinary Counseling and pre-determination meetings will not delay the process unduly. RN’s have a right to a meeting with management whenever the Corrective Action/Dismissal Process is being invoked.

Time spent by WSNA Representatives in Employer initiated meetings (i.e., investigatory meetings, formal and final disciplinary counseling, pre-determination meetings) shall be considered work time and will be paid at the regular rate of pay.

19.4 Grievability/Arbitrability. All steps of the Corrective/Disciplinary Process may be grieved. Final Disciplinary Counseling and Dismissal may be grieved through every step of the grievance procedure beginning at Step Three.

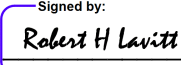
19.5 Notice of Resignation. ~~Nurses shall be required to give Any RN may resign from service and shall make a good faith effort to give at least thirty (30) days’ notice~~

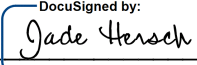
93 ~~of resignation. RNs who submit their resignation in writing~~ at least fourteen (14)
94 ~~calendar days' written notice of resignation to the nurse's manager or designee.~~
95 ~~The Employer will give consideration to situations that would make such notice~~
96 ~~by the nurse impossible. The notice period may not include vacation, unless~~
97 ~~approved or by mutual agreement. in advance of the effective date~~ An RN who
98 ~~submits their resignation at least (14) days in advance~~ may withdraw the
99 resignation ~~if notice~~ if the ~~of~~ withdrawal is received in writing by the Employer
100 within seventy-two (72) hours ~~of submitting the resignation, excluding Sunday~~
101 ~~and holidays, from the date of the submission of the resignation.~~ RNs who submit
102 their resignation with fewer than fourteen (14) days' notice have no right to
103 withdraw the resignation. The Employer may permit withdrawal of a resignation
104 at any time.

105
106 19.5.1 Presumption of Resignation/Abandonment.

107
108 a. An employee who fails to appear for work and report absence to the
109 supervisor, in accordance with departmental policy, on three (3)
110 consecutive scheduled work shiftsdays, shall be deemed to have
111 resigned. Notice of separation will be sent to the employee's last known
112 address on record with the UW Payroll Office via certified mail after the
113 third (3rd) consecutive day of absence from a scheduled shift. Prior to
114 sending the notice, the Employer will attempt to contact the employee
115 through current primaryhome telephone and emergency contact numbers
116 on record.

117
118 b. Within fourteen (14) calendar days of mailing the separation notice and
119 upon proof that the failure to report the above absences could not
120 reasonably have been avoided, an employee may submit to the supervisor
121 a written petition for reinstatement.

122
123 Tentatively Agreed To:
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125 For the Union: Signed by: Robert H Lavitt
126 
127 _____
128 Robert Lavitt 375DD6A502D445A...
129 Date: 7/23/2025

125 For the Employer: DocuSigned by: Jade Hersch
126 
127 _____
128 Jade Hersch ED538CDB172F42B...
129 Date: 6/27/2025

ARTICLE 20 – GRIEVANCE PROCEDURE

1
2
3 20.1 Definition. A grievance, within the meaning of this Agreement, shall be defined as
4 any alleged misapplication or misinterpretation of the terms of this Agreement.

5
6 A grievant, within the meaning of this Agreement, shall be defined as an RN
7 covered by this Agreement, who alleges a grievance, or WSNA alleging a
8 grievance, under the terms and conditions of this Agreement.

9
10 20.2 Noninterference. Nurses shall be free from restraint, interference, coercion,
11 discrimination or reprisal in seeking resolution of their grievance when processed
12 in accordance with this procedure.

13
14 20.3 Application of the Grievance Procedure. This grievance procedure shall be
15 available to all RNs in the bargaining unit subject to the following: Concerns
16 regarding performance evaluations may be filed as a grievance and processed
17 only through Step 3.

18
19 20.4 Area Representatives. The Employer recognizes the right of the WSNA Local
20 Unit Officers to designate area representatives who shall be authorized to take
21 up employee or group grievances through the grievance procedure.

22
23 A Local Unit Officer or an area representative who is a bargaining unit employee
24 and is processing a grievance in accordance with the Grievance Procedure shall
25 be permitted a reasonable time to assist in the resolution of legitimate employee
26 grievances on the Employer’s property without loss of pay. Such time off for
27 processing grievances shall be granted by supervision following a request, but in
28 consideration of any job responsibilities. If permission for time off cannot be
29 immediately granted, the supervisor may arrange for time off at the earliest time
30 off thereafter or the parties may arrange for another WSNA representative to
31 assist in the grievance process.

32
33 The Employer will provide the bargaining unit up to sixty (60) hours of additional
34 ~~straight time~~ pay per fiscal year (July 1 to June 30) to be shared among WSNA
35 Representatives who engage in representational meetings during their non-
36 scheduled hours. Cumulative hours used will be tracked by WSNA
37 representatives and may be reviewed by the Conference Committee.

38
39 20.5 Time Limits. An extension of the time limitations, as stipulated in the respective
40 steps below, may be obtained by mutual consent of the parties. Failure of the
41 Employer to comply with the time limitations due to negligence shall establish the
42 right of the grievant to process the grievance to the next step or to submit the
43 grievance directly to Step 4. Failure of the nurse to comply with the time
44 limitations due to negligence on his/her part shall constitute withdrawal of the
45 grievance. A grievance may be withdrawn at any time, in writing to the Employer,

46 by the grievant or WSNA representative. Withdrawal of a grievance shall close
47 the matter, and it shall not be resubmitted.

48
49 20.6 Pay Status. The time that a single aggrieved nurse spends in a grievance
50 meeting, grievance mediation, and/or arbitration will be considered work time and
51 will be paid at the regular rate of pay.

52
53 20.7 Employee Representation. WSNA, as exclusive representative of bargaining unit
54 nurses, is the responsible representative of said nurses in grievance matters.

55
56 20.8 Procedure. It is the desire of both the Employer and WSNA that grievances be
57 adjusted informally whenever possible and at the lowest possible level of
58 supervision. However, all grievances involving Final Disciplinary Counseling,
59 Demotion, and Dismissal shall begin at the third step of the grievance process.

60
61 Step One. If any nurse has any claim or complaint, it is recommended that
62 he/she first talk it over with the supervisor and, if necessary, with the Department
63 Manager. The grievance must be identified as such and presented to the
64 Department Manager within thirty (30) calendar days from the date the nurse is
65 aware that a grievance exists. The written grievance shall contain a complete
66 description of the alleged grievance, the date it occurred, and what corrective
67 action the grievant is requesting. The Manager will then meet with the grievant
68 and, if the grievant chooses, a WSNA representative. Management shall respond
69 to the grievance within fourteen (14) calendar days of presentation.

70
71 Step Two. If a satisfactory settlement is not reached within fourteen (14) calendar
72 days following the date of presentation to supervision in Step One, and the
73 grievant wishes to pursue the matter further, said grievance shall be put into
74 writing. The written grievance shall contain a complete description of the alleged
75 grievance, the date it occurred, and what corrective action the grievant is
76 requesting. The grievance shall be given to the Nursing Director or equivalent
77 within fourteen (14) calendar days after the decision at Step 1. The parties shall
78 meet and attempt to resolve the grievance and the Nursing Director or equivalent
79 will respond within fourteen (14) calendar days of the meeting. At this step
80 WSNA or the nurse designee agree to cite the sections of the Agreement that
81 allegedly have been violated.

82
83 Step Three. WSNA may submit the written grievance to the Chief Nursing
84 Executive within fourteen (14) calendar days after the decision at Step 2. The
85 third step meeting shall include the grievant, the representative, Chief Nursing
86 Executive, or designee, and the Director of Labor Relations, or designee.
87 If the grievance is not resolved within fourteen (14) calendar days, the grievance
88 may proceed to Step 4.
89

90 Step Four. Mediation – Within fourteen (14) calendar days after the Step Three
91 response, either party may request mediation. If mediation is agreed to, the
92 requesting party will contact the PERC for the assignment of a mediator.
93

94 Step Five. Arbitration – Within thirty (30) calendar days following a mediation
95 impasse or a written declination of mediation, WSNA may submit the grievance
96 to arbitration by submitting a written request to the Director of Labor Relations. If
97 the parties fail to agree on an arbitrator, a list of a minimum of seven (7)
98 arbitrators shall be requested from either the Public Employment Relations
99 Commission (PERC) or the Federal Mediation and Conciliation Service. The
100 parties shall thereupon alternate in striking a name from the list until one name
101 remains. The Union and the University must contact the Employer to begin the
102 arbitration scheduling process and provide availability to the arbitrator within
103 thirty (30) calendar days of the Parties selecting an arbitrator. Union advancing
104 the grievance to arbitration., and tThe Parties will use best efforts to schedule
105 the arbitration hearing date must be scheduled for a date that is within six months
106 (180 calendar days) of the date the arbitrator was selected.grievance was
107 advanced to arbitration. If the Union does not do either of the above, the
108 grievance will be considered withdrawn.
109

110 The arbitrator shall have no power to render a decision that adds to, subtracts
111 from alters or modifies in any way the terms and conditions of the Agreement.
112 The decision of the arbitrator shall be final and binding. The cost of the arbitration
113 shall be borne equally and each party shall bear the full cost of presenting its
114 own case. The arbitrator’s decision will be made in writing and the arbitrator will
115 be encouraged to render a decision within thirty (30) calendar days of the close
116 of the arbitration.
117

118 Tentatively Agreed To:
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120 For the Union: Signed by: Robert H. Lavitt
121 Robert Lavitt 375DD6A502D445A...
122 Date: 7/23/2025
123 For the Employer: Signed by: Jade Hersch
124 Jade Hersch ED538CDB172F42B...
Date: 7/22/2025

ARTICLE 21 – SENIORITY, LAYOFF, AND REHIRE

1
 2
 3 21.1 Seniority. Seniority shall be defined as continuous length of service from date of
 4 hire as a registered nurse in the bargaining unit. Part-time and full-time nurses
 5 shall accrue seniority at the same rate. In the event two (2) nurses are hired on
 6 the same day, relative seniority will be determined by the date the nurse formally
 7 accepted the position. This definition of seniority applies to the entire Collective
 8 Bargaining Agreement except as it relates to Unit Seniority as defined in Article
 9 22.

10
 11 The Employer will maintain an electronic record of the date and time each nurse
 12 accepts a bargaining unit position. In the event a nurse covered by this contract
 13 accepts a permanent position at UWMC – Montlake that is not covered by this
 14 contract and subsequently returns to the bargaining unit, bargaining unit seniority
 15 shall be restored (bridged) and seniority accrual shall resume. Nurses who
 16 qualify to bridge seniority may not exercise their former seniority to obtain a
 17 bargaining unit position but may only exercise their former seniority after
 18 returning to the bargaining unit. Seniority shall not apply to a nurse until
 19 completion of the required probationary period. Upon satisfactory completion of
 20 the probationary period, the nurse shall be credited with seniority from most
 21 recent date of hire.
 22

23 21.2 Layoff Definition. Layoff shall be defined as a reduction in the number of non-
 24 probationary nurses and/or a reduction to the FTE of nurses covered by this
 25 agreement that is intended to be permanent or prolonged.
 26

27 21.3 Clinical Cluster. A clinical cluster is a grouping of units within a specialty area in
 28 which skills and abilities are similar in nature (see Appendix III).
 29

30 21.4 Definition of Qualified

31
 32 21.4.1 For Displacing A Less Senior Nurse. – A qualified nurse is defined as a nurse
 33 who possesses the minimum qualifications, based on established criteria, of the
 34 position held by the nurse to be displaced, and is capable of performing the work
 35 needed at the level of a satisfactory non-probationary nurse within three (3)
 36 months of assuming the position.
 37

38 21.4.2 For placement into a vacant position open to new graduate recruitment, a
 39 qualified nurse will be defined as a nurse who possesses the minimum
 40 qualifications and is capable of performing the work needed at the level of a
 41 satisfactory non-probationary nurse following an orientation period equal to the
 42 average orientation period provided to new graduates hired into that position.
 43 Nurses agreeing to accept a vacant position open to new graduate recruitment
 44 may have to work a schedule that would have been required of the new graduate
 45 for up to a period of one (1) year.
 46

- 47 21.5 Prior to Layoff. Prior to implementing a layoff, the Employer, within the context of
48 its determination as to the number of FTEs, shifts, and skill mix needed on the
49 unit, will make a good faith effort to:
50
- 51 a. Reduce overtime on the unit impacted;
 - 52 b. Reduce the use of agency and traveler nurses on the unit impacted;
 - 53 c. Reduce reliance on intermittent and nonpermanent nurses on the unit impacted;
 - 54 d. Seek volunteers on the unit impacted who are willing to be reassigned or reduce
55 their FTE but not go below .5 FTE; and
 - 56 e. Freeze external hiring into vacant positions within the clinical cluster until the
57 process in section 21.7 is completed.
58
- 59 21.6 Layoff Notification. If there are insufficient volunteers the least senior nurse(s) on
60 the unit impacted will be identified for layoff. The employer will notify the nurse in
61 the position to be eliminated and WSNA at least thirty (30) calendar days in
62 advance of the date of the projected layoff. During the notice period the Employer
63 will do the following in the order below.
64
- 65 21.7 Vacant Positions Within the Clinical Cluster.
- 66 a. Before making vacant positions within a clinical cluster available to nurses
67 identified for layoff, the Employer will post those positions in accordance with
68 the Job Posting language of the contract. The Employer will identify and list
69 all vacant positions within the clinical cluster that are .5FTE or higher that are
70 available for nurses identified for layoff.
 - 71 b. In order of seniority, most senior nurse first, nurses identified for layoff who
72 are qualified to perform the work needed in the vacant position(s) will be
73 offered the choice of filling one of the positions listed provided the nurse is
74 qualified (see Section 21.4).
 - 75 c. If there is a vacant position available for a nurse identified for layoff that is
76 within .2FTE of the nurse's FTE (but not below .5FTE) and is on the same
77 shift the nurse must either take the vacant position, resign or go on the rehire
78 list.
 - 79 d. A nurse who accepts a funded vacant position will have the option to resign
80 within six (6) weeks after accepting the position to be placed on the rehire list.
81 This employment option will count as one (1) of the two (2) offers of
82 placement under section 21.9.5(c).
 - 83 e. If there is no vacant position available that is within .2FTE of the nurse's FTE
84 (but not below .5FTE) and is on the same shift for a nurse identified for layoff
85 the Employer will move to Displacing a Less Senior Nurse (section 21.8).
86
- 87 21.8 Displacing a Least Senior Nurse. RN 3s will have the option of displacing RN 2s
88 in accordance with this section. RN 2s may only displace RN 2s.
89
- 90 Nurses identified for layoff who have an opportunity to displace a less senior
91 nurse will be given up to one week to choose between displacing the less senior
92 nurse or being laid off and placed on the rehire list.

- 93 a. The opportunity to replace the least senior nurse in the affected job class
94 within the nurse's unit and in an FTE status within .2 FTE (but not below .5
95 FTE);
96 b. The opportunity to replace the least senior nurse in their clinical cluster
97 (see Appendix III) and in an FTE status within .2 FTE (but not below .5
98 FTE);
99 c. When an RN 3 has more seniority according to section 20.1, the RN 3 will
100 have the opportunity to replace the least senior RN 2, within the same unit
101 and within .2 FTE (but not below .5 FTE).

102
103 Nurses may request to be laid off and have the right to be placed on the rehire
104 list(s) instead of accepting an employment option above.

105
106 21.9 Rehire List. The rehire list is defined as the list on which a nurse who is laid off is
107 placed after it is determined that:

- 108 a. There are no vacant positions available or there are no vacant positions
109 available for which the nurse is qualified and option (c) below is not available;
110 b. There is a vacant position(s) available within .2FTE (but not below .5FTE) and
111 on the same shift as the position the nurse held for which the nurse is
112 qualified but the nurse has chosen not to fill the position;
113 c. Option (b) is not available and the nurse has chosen not to displace a less
114 senior nurse in the clinical cluster.

115
116 21.9.1 Prior to Referral from Rehire List. Prior to offering reemployment to nurses on the
117 rehire list, the Employer will post vacant positions according to the job posting
118 provisions of this contract. Nurses on the rehire list may apply for posted vacant
119 positions. Nurses laid off in accordance with this Article will be placed on a rehire
120 list for twenty-four (24) months from the date of layoff.

121
122 21.9.2 Referral from the Rehire List. Nurses on the rehire list will be offered re-
123 employment in reverse order of seniority when vacant positions remain unfilled
124 after having been posted in accordance with the job posting provisions of this
125 contract. A nurse on the rehire list will be offered reemployment to vacant
126 positions prior to the Employer offering the positions to non-bargaining unit
127 members when:

- 128
129 a. The FTE of the vacant position is equal to or less than the nurse's FTE status
130 at the time of layoff;
131 b. The nurse, in accordance with 21.4 above, is qualified to perform the work
132 needed in the position;
133 c. RN 2s will be eligible for rehire into RN 2 positions; RN 3s will be eligible for
134 rehire into RN 3 and RN 2 positions.

135
136 21.9.3 Responding to Referral from Rehire List. A nurse offered reemployment from the
137 rehire list shall be given up to one (1) week to determine if he/she wants the
138 position and, if accepted, up to an additional week to report to work.

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21.9.4 Reemployment Trial Service Period. Nurses reemployed from the rehire list will serve a three (3) month rehire trial service period. During this period either party, at its sole discretion and without resort to the grievance procedure, may initiate return to the rehire list. Time spent in a rehire trial period will not count toward the twenty-four (24) month rehire list period. The three (3) month rehire trial period will be adjusted to reflect any paid or unpaid leave taken during the period.

21.9.5 Removal from the Rehire List. A nurse will be removed from the rehire list when any one of the following occurs:

- a. The nurse has been on the list for twenty-four (24) months and has not been reemployed;
- b. The nurse has been successfully reemployed either from the rehire list or as a result of the nurse independently applying for and being selected for a position;
- c. The nurse has refused two (2) opportunities for reemployment from the rehire list for a position equal to the nurse's FTE status at the time of layoff;
- d. The nurse has been placed two (2) times from the rehire list and has failed to complete the rehire trial service period.

21.9.6 Re-employment from the Rehire List. A nurse who is reemployed either from the rehire list or as a result of independently applying for and being selected for a position while being on the rehire list, will regain the seniority earned at the time of layoff.

21.9.7 Rights While on Rehire List. A nurse on the rehire list shall be eligible to participate in the Employer's in-service programs and other Employer training programs on a space available basis and on the nurse's own time.

21.9.8 Rehire List Nurses and Intermittent/Nonpermanent Work. A nurse on the rehire list shall be given preference for intermittent and nonpermanent positions. Acceptance of such work will not affect the nurse's rehire rights. Preference shall be handled in accordance with the following:

- a. The nurse must specifically request the work in advance and must follow all Employer policies and procedures regarding intermittent and nonpermanent positions.
- b. Nurses on the rehire list who meet the requirements of (a) above and the requirements of the position will have preference for intermittent and nonpermanent when the schedules are developed.

21.10 Vacation – Laid off Nurses. Nurses who have been laid off will be entitled to be paid for all accrued and unused vacation time off at the time of layoff.

21.11 Vacant Positions Outside Clinical Cluster. Nurses identified for layoff will also be informed of vacant positions not in the clinical cluster in which the nurse identified

185 for layoff worked. If a nurse expresses interest in one of these vacant positions
186 and the nurse and nurse manager agree, the nurse may fill a vacant position not
187 in the nurse’s clinical group. The Employer will not require a nurse identified for
188 layoff to accept a vacant position out of the nurse’s clinical group and a decision
189 by a nurse manager not to accept a nurse into a position out of the nurse’s
190 clinical group shall not be grievable.

191
192 21.12 Re-employed Nurses. For purposes of accrual of benefits, re-employed nurses
193 will be treated as newly hired except that a nurse who has been laid off because
194 of lack of funds or curtailment of work and who is re-employed within twenty-four
195 (24) months (plus a twelve (12) month extension if requested) shall be entitled to
196 previously accrued benefits and placement on the salary schedule which he/she
197 had at the time of layoff.

198
199 21.13 Retention of Benefits While on the Rehire List. RNs on the rehire list will receive
200 employer paid benefit coverage so long as they meet the eligibility requirements
201 as determined by the State of Washington.

202
203 Tentatively Agreed To:

204 For the Union:

Signed by:

Robert H Lavitt

Robert Lavitt 375DD6A502D445A...

Date: 8/24/2025

204 For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch ED538CDB172F42B...

Date: 8/21/2025

ARTICLE 22 – POSTING, TRANSFER, PROMOTIONS, REALLOCATION

Definitions. For the purpose of this Article the following definitions apply:

Promotion – Movement ~~from RN2 to RN3 to a position in a job class with a higher salary range.~~

Transfer – Movement to a position in the same classification.

Voluntary Demotion – Movement to a position with a lower salary maximum, where the position is attained through the employment process. This section does not apply to employees who demote as part of corrective action.

Bargaining Unit Seniority – Continuous length of service from the date of hire as a registered nurse in the bargaining unit.

Unit Seniority – Unit seniority is defined as continuous length of service in calendar days within the nurse's unit and will be used for internal unit processes, such as schedule bids. Unit seniority for inter-unit transfers will be calculated in accordance with the following:

- Unit seniority will be computed and exercised consistently within the RN2 and RN3 job classifications. Nurses who transfer to another unit will be granted fifty percent (50%) of their bargaining unit seniority not to exceed the median number of years of employment on the unit.
- Nurses who transfer units recoup one hundred percent (100%) of their pre-transfer bargaining unit seniority after eighteen (18) months on the new unit.
- Bargaining unit nurses who accept management roles and then return to their former bargaining unit position recoup one hundred percent (100%) of their pre-management bargaining unit seniority. Nurse Managers moving to bargaining unit positions for the first time have no accumulated seniority.
- Ties in unit seniority will be determined by lot.
- Bargaining unit nurses who move between RN2 and RN3 classifications retain one hundred percent (100%) of their bargaining unit seniority.

22.1 Posting. When a job opening occurs on a unit, it will be posted on the unit for seven (7) days per agreed upon unit procedures, e.g. e-mail, posting notebook, bulletin board. After seven days, the position will be posted house-wide in addition to being posted externally

22.2 Internal Unit Transfer. Nurses who are regularly assigned to a specific unit will be given preferential consideration for transfer to other shifts or positions in that unit before other nurses except more senior nurses returning from layoff status to a previous unit and shift.

46 Unit nurses shall request in writing to the Nurse Manager transfer to the vacant position.
47 Applicants will be notified in writing of the status of their application in a timely manner.
48 The Nurse Manager will consider the RN's request for the position. Appointments shall
49 be made on the basis of the requirements of the position and the applicant's
50 qualifications. All other factors relevant to the position being equal, seniority will be the
51 determinant in such decisions.

52
53 22.3 Transfer To Another Unit. RequestsApplications for transfer to another unit should
54 be submitted to an open job requisition during the period of official posting in UWHIRES
55 on-line. Transfer applications requests will be forwarded to the Nurse Manager for
56 review prior to filling the vacant position through the transfer or promotional process. A
57 good faith effort will be made to facilitate lateral transfers from one unit to another. All
58 other factors relevant to the position being equal, seniority will be the determinant in
59 such decisions.

60
61 22.4 Promotions. Applications for promotions should be submitted to an open job
62 requisition in UWHIRES on-line during the period of official posting. Promotional
63 openings will be posted online for a minimum of seven calendar days in the unit,
64 Nursing Personnel, the Nursing and Outpatient administrative office and the Personnel
65 Department.

66
67 22.5 Reallocation. Upon reclassification the new progression start date shall be the first
68 of the current month for effective dates falling between the first and fifteenth of the
69 month and the first of the following month for effective dates falling between the
70 sixteenth and the end of the month.

71
72 22.6 Trial Service for Movement Within the Bargaining Unit. Nurses who transfer,
73 promote, or voluntarily demote within the bargaining unit shall serve a trial service
74 period. Paid or unpaid time off taken during the six (6) month trial service period shall
75 extend the length of the trial service period by the amount of paid or unpaid time off
76 taken on a day-for-day basis. Either the Employer or the nurse may end the
77 appointment by providing notice. A nurse serving a trial service period may voluntarily
78 revert to their former permanent position within six (6) weeks of the appointment,
79 provided that the position has not been filled by a classified staff nurse or an offer to an
80 applicant who will fill that classified staff position has not been made. After six (6) weeks
81 nurses may revert to their former position with Employer approval. In the event the
82 former position has been filled with a permanent nurse, the nurse will be placed on the
83 rehire list.

84
85 22.7 Trial Service for Movement Outside the Bargaining Unit. Nurses who transfer,
86 promote, or voluntarily demote from a position outside the bargaining unit, but within
87 UW Medicine, shall serve a six (6) month trial service period. Paid or unpaid time off
88 taken during the six (6) month trial service period shall extend the length of the trial
89 service period by the amount of paid or unpaid time off taken on a day-for-day
90 basis. Either the Employer or the nurse may end the appointment by providing notice. A
91 nurse serving a trial service period may voluntarily revert to their former permanent

92 position within six (6) weeks of the appointment, provided that the position has not been
93 filled by a classified staff nurse or an offer to an applicant who will fill that classified staff
94 position has not been made. After six (6) weeks nurses may revert to their former
95 position with Employer approval. If their previous position is no longer available, they
96 will revert to the rehire list for the bargaining unit in which they held permanent status
97 immediately prior to taking the new position.
98

99 Tentatively Agreed To:
100
101 For the Union: Signed by: Robert H. Lavitt
102 _____
103 Robert Lavitt 375DD6A502D445A...
104 Date: 7/23/2025
105

For the Employer: DocuSigned by: Jade Hersch

Jade Hersch ED538CDB172F42B...
Date: 7/22/2025

ARTICLE 23 – WORKER’S COMPENSATION LEAVE

23.1 Nurses who suffer a work related injury or illness that is compensable under the state worker’s compensation law may select time loss compensation exclusively or a combination of time loss compensation and accrued paid time off.

23.4 Return to Work Program. The policy for the Employer’s “Return to Work Program” can be located at the following link: <https://uwmc.uwmedicine.org/sites/PoliciesProcedures/apop/Pages/default.aspx>.

Tentatively Agreed To:

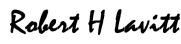
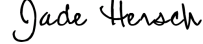
<p>For the Union:</p> <p>Signed by: <i>Robert H Lavitt</i></p> <p>Robert Lavitt Date: 8/24/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Jade Hersch</i></p> <p>Jade Hersch Date: 8/21/2025</p>
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ARTICLE 24 – MANAGEMENT RIGHTS AND RESPONSIBILITIES

Except as specifically limited to this Agreement, the Employer has the right and responsibility to control, change, and supervise all operations, and to direct and assign nurses. Such rights and responsibilities shall include, but not be limited to, the selection and hiring of nurses, discipline for cause, classification, reclassification, suspension, layoff, promotion, demotion or transfer of nurses in accordance with the applicable Washington Personnel Resources Board Rules, establishment of work schedules; and control and regulation of the use of all equipment and other property of the University. The Employer is responsible for establishing and maintaining an appropriate standard of nursing care for patients in this UWMC – Montlake. The Employer shall take whatever action as may be necessary to carry out its rights in any emergency situation.

Application of this Article shall not preclude use of the grievance procedure as established in this Agreement.

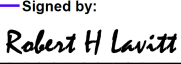
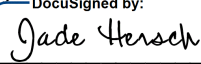
Tentatively Agreed To:	
For the Union: Signed by:  <hr/> Robert Lavitt 375DD6A502D445A... Date: 8/24/2025	For the Employer: Signed by:  <hr/> Jade Hersch ED538CDB172F42B... Date: 8/21/2025

ARTICLE 25 – PERFORMANCE OF DUTY

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25.1 The Employer and WSNA acknowledge that this Agreement provides, through the Grievance Procedure contained therein, for an orderly settlement of grievances or disputes which may arise between the parties. Accordingly, the parties agree that the public interest requires the uninterrupted performance of all University services and to this end pledge to prevent or eliminate any conduct contrary to that objective. Therefore, during the life of this Agreement there shall be no work stoppage or any other form of concerted job action by nurses in the bargaining unit, nor will WSNA authorize or condone such activity in any form.

25.2 Nurses covered by this Agreement who would engage in any prohibited activity as defined above may be subject to disciplinary action by the Employer, including discharge.

Tentatively Agreed To:	
For the Union: Signed by:  <hr/> Robert Lavitt <small>375DD6A502D445A...</small> Date: 8/24/2025	For the Employer: DocuSigned by:  <hr/> Jade Hersch <small>ED538CDB172F42B...</small> Date: 8/21/2025

ARTICLE 26 – COMPLETE UNDERSTANDING

~~The parties acknowledge that during the negotiations which resulted in this Agreement all had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and WSNA, for the term of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter specifically discussed during negotiations and/or covered in this Agreement. The parties further agree, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.~~

Tentatively Agreed To:

For the Union:

Signed by:

Robert H Lavitt

Robert Lavitt 375DD6A502D445A...

Date: 8/24/2025

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch ED538CDB172F42B...

Date: 8/21/2025

ARTICLE 27 – INSURANCE AND PENSION

In accordance with RCW 41.80.010(7), the insurance and pension conditions for all members of the bargaining unit will be as follows.

27.1 For the 2025~~4~~-2027~~3~~ biennium, the Employer Medical Contribution will ~~be contribute~~ an amount equal to eighty-five percent (85%) of the monthly premium for the self-insured Uniform Medical Plan (UMP) Classic-total weighted average of the projected health care premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board. In no instance will the employee contribution be less than two percent (2%) of the EMC per month.~~The projected health care premium is the weighted average across all plans, across all tiers.~~

27.2 The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants, but may be changed from the 2014 plan under two (2) circumstances:

1. In ways to support value-based benefits designs; and
2. To comply with or manage the impacts of federal mandates.

Value-based benefits designs will:

1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);
2. Use clinical evidence; and
3. Be the decision of the PEB Board.

27.3 Article 27.2 will expire June 30, 2027~~3~~.

27.4 The PEB Program shall provide information on the Employer Sponsored Insurance Premium Payment Program on its website and in an open enrollment publication annually.

27.5 The Employer will pay the entire premium costs for each bargaining unit nurse for dental, stand-alone vision, basic life, and any offered basic long-term disability insurance coverage. If changes to the long-term disability benefit structure occur during the life of this agreement, the Employer recognizes its obligation to bargain with the Coalition over impacts of those changes within the scope of bargaining.

27.6 Wellness

- i. To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Well-Being Assessment survey. Employees will be granted work time and may use a state computer to complete the survey.

47 ii. The Coalition of Unions agrees to partner with the Employer to educate their
 48 members on the wellness program and encourage participation. Eligible,
 49 enrolled subscribers shall have the option to earn an annual one hundred
 50 twenty-five dollars (\$125.00) or more wellness incentive in the form of
 51 reduction in deductible or deposit into the Health Savings Account upon
 52 successful completion of required Smart Health Program activities. During the
 53 term of this Agreement, the Steering Committee created by Executive Order
 54 13-06 shall make recommendations to the PEBB regarding changes to the
 55 wellness incentive or the elements of the Smart Health Program.
 56

57 27.7 Flexible Spending Arrangement

58
 59 A. During January 2026 and again in January 2027, the Employer will make available
 60 three hundred dollars (\$300) in a Flexible Spending Arrangement (FSA) account
 61 for each bargaining unit member represented by a Union in the Coalition described
 62 in RCW 41.80.020(3), who meets the criteria in Subsection 27.7(B) below.
 63

64 B. In accordance with IRS regulations and guidance, the Employer FSA funds will be
 65 made available for a Coalition bargaining unit employee who:

- 66 1. Is occupying a position that has an annual full-time equivalent base salary
 67 of sixty-eight thousand and four dollars (\$68,004.00) or less on November
 68 1 of the year prior to the year the Employer FSA funds are being made
 69 available; and
- 70 2. Meets PEBB program eligibility requirements to receive the employer
 71 contribution for PEBB medical benefits on January 1 of the plan year in
 72 which the Employer FSA funds are made available, is not enrolled in a high-
 73 deductible health plan, and does not waive enrollment in a PEBB medical
 74 plan except to be covered as a dependent on another PEBB non-high
 75 deductible health plan.
- 76 3. Hourly employees' annual base salary shall be the base hourly rate
 77 multiplied by two thousand eighty-eight (2088).
- 78 4. Base salary excludes overtime, shift differential and all other premiums or
 79 payments.

80
 81 C. An FSA will be established for all employees eligible under this Section who do not
 82 otherwise have one. An employee who is eligible for Employer FSA funds may
 83 decline this benefit but cannot receive cash in lieu of this benefit.
 84

85 D. The provisions of the State's salary reduction plan will apply. In the event that a
 86 federal tax that takes into account contributions to a FSA is imposed on PEBB
 87 health plans, this provision will automatically terminate. The parties agree to meet
 88 and negotiate over the termination of this benefit.
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99

Tentatively Agreed To:

<p>For the Union: <small>Signed by:</small></p> <p><i>Robert H Lavitt</i></p> <hr/> <p>Robert Lavitt <small>375DD6A502D445A...</small></p> <p>Date: 8/26/2025</p>	<p>For the Employer: <small>DocuSigned by:</small></p> <p><i>Jade Hersch</i></p> <hr/> <p>Jade Hersch <small>ED538CDB172F42B...</small></p> <p>Date: 8/22/2025</p>
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ARTICLE 28 – SAVINGS CLAUSE

Any provision of the Agreement which may be adjudged to be unlawful or invalid by a court of law shall thereafter become null and void, but all other provisions of this Agreement shall continue in full force and effect. Upon request from either party, WSNA and Employer negotiating committees shall commence negotiations within thirty days for the purpose of coming to agreement on a substitute provision for that which was declared unlawful or invalid.

Tentatively Agreed To:

For the Union:

Signed by:

Robert H Lavitt

Robert Lavitt 375DD6A502D445A...

Date: 8/24/2025

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch ED538CDB172F42B...

Date: 8/21/2025

ARTICLE 29 – COMPLETE AGREEMENT AND UNDERSTANDING

29.1 The parties acknowledge this contract is complete in itself and sets forth all the terms and conditions of the agreement between the parties hereto. Therefore, during the life of this contract neither party shall be required to bargain on personnel or other matters under the discretion of the University and not covered by this Agreement. The parties further agree, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.

29.2 The parties acknowledge that during the negotiations which resulted in this Agreement all had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of the rights and opportunities described herein are set forth in this Agreement. Therefore, the parties agree that the other shall not be obligated to bargain collectively with respect to any subject or matter specifically discussed during negotiations and/or covered in this Agreement.

Tentatively Agreed To:

For the Union:

Signed by:

Robert H. Lavitt

Robert Lavitt

375DD6A502D445A...

Date: 7/23/2025

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch

ED538CDB172F42B...

Date: 7/22/2025

47 of service apply toward their probationary period up to a maximum of three (3)
48 of the six (6) month probationary period.

49 C. The Employer may convert a Nonpermanent or Intermittent position into a
50 permanent position if the Employer used a competitive process to fill the
51 Nonpermanent or Intermittent position or if the Nonpermanent or Intermittent
52 position was filled using a veteran placement program. In such
53 circumstances the employee will serve a probationary or trial service period,
54 whichever is applicable.

55

56 30.5 Hours of Work and Overtime

57 A. Work Shift. The normal work shift shall consist of eight (8) hours ~~work to be~~
58 ~~completed within eight and one-half (8 ½) consecutive hours~~, ten (10) hours
59 ~~to be completed within ten and one-half (10 ½) consecutive hours~~, or twelve
60 (12) hours ~~to be completed within twelve and one-half (12 ½) consecutive~~
61 ~~hours. All work shifts shall include at least a thirty (30) minute meal period to~~
62 ~~be taken on the nurse's own time if relieved of their duties during this period.~~

63 B. Overtime: Nonpermanent and Intermittent nurses shall be paid daily overtime
64 for work in excess of the scheduled shift including work in advance of a
65 scheduled shift per existing practice. Hours of work for employees shall be
66 established by the employing official. Overtime hours will be compensated at
67 a rate of one-and-one-half (1- 1/2) times the employee's regular rate of pay.

68 C. Employment Information. A written notification will be used to specify initial
69 conditions of hiring (including rate of pay, unit and shift if applicable).

70 D. Minimum Work Availability. The minimum work availability nonpermanent
71 hourly and intermittent Nurses is four (4) shifts per four (4) week period. If a
72 Nurse withdraws availability, the shift does not count towards the minimum
73 requirement. All nonpermanent hourly and intermittent staff, once scheduled,
74 are expected to honor the commitment, with the exception lawful use of sick
75 time off.

76 E. Weekend Availability Minimum. Unit Nonpermanent and Intermittent nurses
77 must provide availability for three (3) weekend shifts per four (4) week
78 schedule. Weekend requirements are contingent upon unit staffing needs for
79 weekend scheduling; weekday shifts may be substituted if that meets unit
80 needs.

81 F. The Employer shall determine and post Nonpermanent and Intermittent
82 schedules at least nine (9) days prior to the scheduled work period.

83 G. Holiday Availability. The requirements for holiday availability will be
84 determined at the unit level by the manager. Unit per diem nurses will be
85 notified of the holiday requirements for the unit they are assigned to. During
86 the life of this agreement, the Employer will not make changes to the three (3)
87 options contained in the Per Diem RN Hiring, Scheduling, and Payroll
88 Expectations Policy.

89 H. Nurses out of compliance with the above minimums may have their
90 appointment terminated. Notwithstanding the above, if an NWH or UWMC
91 Nonpermanent or Intermittent nurse fails to provide dates to be scheduled as
92 required by the applicable agreement, or to any lesser extent required by their

93 unit, they shall be subject to a written warning If they thereafter fail to provide
 94 dates on a second occasion within a rolling year, their appointment may be
 95 ended. Appointments may also end due to a lack of work.

96 I. Except as provided below, Nonpermanent or Intermittent nurses shall not be
 97 terminated except for just cause. Newly hired UWMC Nonpermanent or
 98 Intermittent nurses must work a cumulative one thousand eight hundred and
 99 seventy-two (1,872) non-overtime hours or more from their date of hire in
 100 continuous employment with the University in UWMC Nonpermanent or
 101 Intermittent job profiles for the just cause requirement to apply. The parties
 102 agree to adhere to the grievance process as outlined in Article 19 of the
 103 UWMC WSNA CBA. If an employee is not meeting performance
 104 expectations, they will be given an action plan outlining the identified issues.
 105 The parties agree to start at Step Two for terminations.

106 J. Shift cancellation will occur according to department need as determined by
 107 the Employer. If the Employer fails to attempt to notify the nurse of shift
 108 cancellation at least one and a half (1 1/2) hours prior to the start of the shift
 109 the Nonpermanent or Intermittent nurse will be offered the opportunity to be
 110 assigned to a unit for a minimum of two (2) hours.

111

112 30.6 Compensation and Premium Pay.

113 A. The rate of pay for employees under this Article must be placed on a salary
 114 step within the range for the classified title that best fits the work.

115 B. The progression start date shall be established as follows:

- 116 1. The first of the current month for actions occurring between the first
 117 and the fifteenth of the month; or,
- 118 2. The first of the following month for actions occurring between the
 119 sixteenth and the end of the month.

120 C. Annual Salary Adjustment. Annual salary adjustments up to the top automatic
 121 step will be administered the same as regular positions in the same
 122 classification.

123

124 The Employer will continue its current practices related to overtime, and
 125 premium pay.

126

127 D. Per Diem Premium. Intermittent and Nonpermanent Nurses hired or offered a
 128 position in writing prior to October 1, 2022 will continue to receive the 6%
 129 recruitment and retention premium until the nurse leaves employment or is
 130 hired into a position that is not eligible for the premium.

131 E. Shift Premium. Employees assigned to work the evening (3:00 pm – 11:00
 132 pm) shift shall be paid a shift differential in accordance to Section 30.5G over
 133 the hourly contract rates of pay. Employees assigned to work the night shift
 134 (11:00 pm – 7:00 am) shall be paid a shift differential in accordance to
 135 Section 30.5G over the regular rate of pay. Employees shall be paid shift
 136 differential on evening or night shift if the majority of hours are worked during
 137 the designated shift.

- 138 F. Charge Nurse Pay. A RN2 who is assigned in writing Charge Nurse
 139 responsibility by the Nurse Manager or designee for an organized unit for a
 140 period of one (1) or more hours shall receive Charge Nurse premium pay for
 141 all such hours worked. "Organized unit" shall be defined by the Medical
 142 Center.
- 143 G. Stand-by Premium. RNs placed on standby status off the Medical Center
 144 premises shall be compensated at the rate of four dollars (~~\$7.004.00~~) per
 145 hour. When called in from standby status, the nurse shall receive premium
 146 pay (time and one-half (1 ½ X) the nurse's regular rate) for a minimum work
 147 period of ~~two-three~~ (23) hours.
- 148 H. Per Diem Registered Nurses shall schedule and participate in education
 149 required by their department and will be compensated at the appropriate rate
 150 of pay. Tuition for required education will be provided by the Employer.

151 I. Premiums.

Evening shift differential	\$3.002.50
Night shift differential	\$5.004.50
Standby Pay	\$7.004.25
Weekend	\$4.00
<u>Sunday Night</u>	<u>\$3.00</u>
Certification	\$1.25
Charge	\$3.002.50
Preceptor	\$2.001.50
<u>Cross Entity Float</u>	<u>\$4.00</u>
BSN	\$1.00
<u>Clinical Advisory</u>	<u>\$1.50</u>
<u>Resource Vascular Access</u>	<u>\$4.00</u>
<u>STAT RN</u>	<u>\$4.00</u>
<u>Float Pool</u>	<u>\$5.00</u>

152
 153 30.7 Holidays and Holiday Credit

- 154 A. Employees in Nonpermanent Fixed Duration positions will be paid for
 155 holidays and receive holiday credit per Article 12 Holiday and Vacation Time
 156 Off.
- 157 B. Holiday credit is a balance of time off that is received in lieu of holiday
 158 compensation for employees in Nonpermanent Hourly and Intermittent
 159 positions. Holiday credit accrual is proportionate to the number of hours in
 160 pay status (excluding overtime hours) in the same month of the holiday to that
 161 required for full-time (1.0 FTE) employment, excluding all holiday hours.
 162 Holiday credit accrual will be calculated at the end of the month. Employees
 163 in Nonpermanent Hourly and Intermittent positions hired during the month of
 164 the holiday will not receive credit for holidays that occur prior to their hire
 165 date.
- 166 C. Employees in Nonpermanent Hourly and Intermittent positions shall be paid
 167 for holiday credit in accordance with Article 12 Holiday and Vacation Time Off.

168 D. Holiday Premium. If an employee works one of the following holidays, they
 169 will receive time and one half (1 ½) for all hours worked on that holiday: New
 170 Year’s Day, Martin Luther King Jr. Day, Presidents’ Day, Memorial Day,
 171 Juneteenth, Independence Day, Labor Day, Veterans’ Day, Thanksgiving
 172 Day, Native American Heritage Day, and Christmas Day.

173
 174 30.8 Personal Holiday

175 A. Employees in Nonpermanent Fixed Duration positions will receive a personal
 176 holiday per Article 12.1.1. Personal Holiday.

177 B. Employees in Nonpermanent Hourly and Intermittent positions earn a
 178 personal holiday at a rate proportionate to the number of hours in pay status
 179 (excluding overtime hours) in the same month when the personal holiday is
 180 requested to that required for full-time (1.0 FTE) employment, excluding all
 181 holiday hours. The value of the Personal Holiday cannot exceed eight (8)
 182 hours.

183
 184 30.9 Ending Employment.

185 A. Nurses planning to resign shall make a good faith effort to give at least thirty
 186 (30) calendar days’ notice of intention to terminate. All resignations shall be
 187 final unless the Employer agrees to rescind the resignation.

188 B. A represented per diem nurse who is separated may, within twenty-one (21)
 189 days of the action, request a meeting with a representative of the Association,
 190 human resources, and the manager of the department or designee to discuss
 191 the action. A meeting will be promptly scheduled.

192
 193 30.10 Sick Time Off.

194 A. Employees in Nonpermanent Fixed Duration positions will accrue sick time off
 195 per Article 16 Sick Time Off.

196 B. Employees in Nonpermanent Hourly and Intermittent positions will earn a
 197 monthly sick time off accrual proportionate to the number of hours in pay
 198 status (excluding overtime hours) in the month to that required for full-time
 199 (1.0 FTE) employment. Sick time off accruals cannot exceed eight (8) hours
 200 in a month.

201 C. Accrued sick time off may be used
 202 1. in accordance with Article 16.2, 16.3, and 16.7;
 203 2. for the suspension of operations when the employee’s workplace has
 204 been closed by a public health official for any health related reason or
 205 after the declaration of an emergency by a local or state government or
 206 agency, or by the federal government; and
 207 3. when the employee’s child’s school or day care has been closed by a
 208 public health official for any health related reason or after the
 209 declaration of an emergency by a local or state government or agency,
 210 or by the federal government.

211 D. Accrued sick time off is not paid at separation.

212 E. Paid sick time off will not count as work hours for the purpose of calculating
 213 overtime.

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30.11 Vacation Time Off

- A. Employees in Nonpermanent Fixed Duration positions will accrue and use vacation time off per Article 12 Holiday and Vacation Time Off.
- B. Employees in Nonpermanent Hourly and Intermittent positions will earn a monthly vacation time off accrual proportionate to the number of hours in pay status (excluding overtime hours) in the month to that required for full-time (1.0 FTE) employment.
- C. Employees in Intermittent positions will receive vacation time off accrual rate increases in accordance with the accrual schedule in Article 12 Holiday and Vacation Time Off.
- D. Employees in Nonpermanent and Intermittent positions are subject to the maximum vacation time off accrual rules as outlined in RCW 43.01.044 for classified employment.

30.12 Miscellaneous Leave. If eligible, the Employer will continue to provide Family and Medical Leave, Domestic Violence Leave, Civil Duty Leave (unpaid release time), Leave Without Pay for Reason of Faith or Conscience, and Military Leave in accordance with University Policy, Article 13, Article 14, and Article 15.

30.13 Other Provisions. The Following Articles in this Agreement apply to Nonpermanent and Intermittent Registered Nurses:

- Article 1 Purpose
- Article 2 Non-Discrimination
- Article 3 Affirmative Action
- Article 4 Recognition/Employer
- Article 5 Association Representatives, Dues Deduction, Activities
- Article 6 Bargaining Unit Classes/Definitions (except Probationary Period)
- Article 7 ~~11 Hours of Work and Overtime~~ Only 7.11 Meal/Rest Periods/~~Breaks~~
- Article 9 Salaries/Pay Items
- Article 10 Premium Pay- Only the following apply
 - 10.7 Preceptor Premium
 - 10.9 Certification Premium
 - 10.10 STAT Nurse, ~~ECLS~~ RVAT
 - 10.11 Clinical Advisor
 - 10.12 Parking
 - 10.13 Weekend Premium
 - 10.14 BSN Premium
 - 10.15 MSN/MN Premium
- Article 11 Employment Practices (except 11.4 Performance Evaluations and 11.7 Floating)
- Article 17 Conference Committee (Paid Release Time Only for Attendance)
- Article 18 Employee Facilities
- Article 20 Grievance Procedure (non-corrective action only)

- 260 • Article 23 Worker’s Compensation Leave
- 261 • Article 24 Management Rights and Responsibilities
- 262 • Article 25 Performance of Duty
- 263 • Article 26 Complete Understanding
- 264 • Article 27 Insurance and Pension (if qualified for PEBB)
- 265 • Article 28 Savings Clause
- 266 • Article 31 Duration of Agreement
- 267 • ~~MOU Rest Breaks~~
- 268 • MOU Parking Citations for Nurses with Valid UW Parking Permits
- 269 • MOU Standby
- 270 • MOU Voluntary Float Between Montlake and NW Campuses
- 271 • MOU Voluntary Standby in the Perinatal Daily and Neonatal ICU Unit
- 272 • ~~MOU Article XX~~ Salary Overpayment and Recovery

Tentatively Agreed To:

For the Union:

Signed by:

Robert H. Lavitt

Robert Lavitt 375DD6A502D445A...

Date: 8/26/2025

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch ED538CDB172F42B...

Date: 8/14/2025

ARTICLE 31 – DURATION OF AGREEMENT

This Agreement shall become effective July 1, 202~~5~~³, and shall remain in full force and effect through June 30, 202~~5~~⁵.

Tentatively Agreed To:	
<p>For the Union:</p> <p>Signed by: <i>Robert H. Lavitt</i></p> <hr/> <p>Robert Lavitt <small>375DD6A502D445A...</small> Date: 7/23/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch <small>ED538CDB172F42B...</small> Date: 7/22/2025</p>

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NEW ARTICLE XX – SALARY OVERPAYMENT RECOVERY

- 1
 2
 3 A. When an Employer has determined that a nurse has been overpaid wages, the
 4 Employer may recoup the overpayment. The Employer will provide written notice
 5 to the nurse that will include the following items:
 6 1. The amount of the overpayment,
 7 2. The basis for the claim,
 8 3. A demand for payment, and
 9 4. The rights of the employee under the terms of this Agreement.

10
 11 Nurses may request a meeting with the Employer and an interpreter to have the
 12 overpayment notification explained.

13
 14 B. Method of Payback

15 1. Active employees

16 ~~a.~~ The nurse must choose one (1) of the following options for paying
 17 back the overpayment:

18 ~~A.~~ _____ Voluntary wage deduction, or

19 ~~—Cash, or~~

20 ~~—Check (separated employee).~~

21 ~~B.~~ _____ Vacation (if under 280 hours only) or Compensatory
 22 time balances

23 2. Separated employees

24 a. The nurse must choose one (1) of the following options for paying
 25 back the overpayment:

26 A. Cash, or

27 B. Check

28 ~~3.~~ _____ The nurse may propose a payment schedule to repay the
 29 overpayment to the Employer. If the nurse’s proposal is accepted by the
 30 Employer, the deductions shall continue until the overpayment is fully
 31 recouped. Nothing in the section prevents the Employer and employee
 32 from agreeing to a different overpayment amount than specified in the
 33 overpayment notice or to a method other than a deduction from wages for
 34 repayment of the overpayment amount.

35 ~~3.4.~~ _____ If the nurse fails to choose one (1) of the four (4) options described
 36 above, within twenty (20) days of written notice of overpayment, the
 37 Employer will deduct the overpayment owed from the nurse’s wages or
 38 the amount due may be placed with a collection agency for nurses who
 39 have separated from UW service. This overpayment recovery will not be
 40 more than five percent (5%) of the nurse’s disposable earnings in a pay
 41 period. Disposable earnings will be calculated in accordance with the
 42 Attorney General of Washington’s guidelines for Wage Assignments.

43 ~~4.5.~~ _____ Any overpayment amount still outstanding at separation of
 44 employment will be deducted from their final pay. No interest will be
 45 charged for active UW nurses or separated nurses who enter into a
 46 repayment arrangement.

- 47 C. Neither A nor B above are required for nurse reported overpayments and/or
- 48 nurse corrected time including leave submittal corrections. All nurse initiated
- 49 overpayment corrections may be collected from the next available pay check.
- 50 D. Appeal Rights: Any dispute concerning the occurrence or amount of the
- 51 overpayment will be resolved through the grievance procedure in Article 20 of
- 52 this Agreement. The Employer will suspend attempts to collect an alleged
- 53 overpayment until the grievance process has concluded.
- 54

55 Tentatively Agreed To:

56 For the Union:

Signed by:

Robert H Lavitt

375DD6A502D445A...

57 Robert Lavitt

58 Date: 8/26/2025

56 For the Employer:

DocuSigned by:

Jade Hersch

ED538CDB172F42B...

57 Jade Hersch

58 Date: 6/27/2025

59
60
61

APPENDIX I – PAY TABLES

[Payscale Table BJ](#)

Tentatively Agreed To:

For the Union:

Signed by:

Robert H Lavitt

Robert Lavitt 375DD6A502D445A...

Date: 8/24/2025

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch ED538CDB172F42B...

Date: 8/21/2025

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APPENDIX II – CLINICAL CLUSTERS PERTAINING TO ARTICLE 21 - LAYOFF

Clinical Clusters are as follows:

Cluster One. Acute Care: 4NE, 4SE, 5NE, 6NE, 6SE, ~~4S~~, 7S, 7N, 8N, 7SA, Acute Care Resource Team, NICU (4SA), Maternity-Perinatal and Infant-Newborn Care: (5S, 6E, 6S, ~~6N~~), Oncology, 7SE, 7NE, 8NE, ~~8SE/Infusion~~, ~~8SA~~, ~~Radiation Oncology~~, Vascular Access Team, Interventional Radiology.

Cluster Two. Critical Care: 5SE, 5E, 5SA, 6SA, Emergency Department, All PACUs, Cardiovascular Procedure Unit, Critical Care Resource Team, ~~Interventional Radiology~~, ~~ECHO~~.

Cluster Three. Surgical Services: Operating Room, Roosevelt Operating Room.

Cluster Four. Clinics/Ambulatory: ~~Maternal Fetal Medicine Clinic~~~~CC~~, Ambulatory Float Team, Arlington Maternal Fetal Medicine, Bone and Joint Clinic, CHDD, Dermatology Center, Dermatology Surgery Center, Diabetes Care Center, Digestive Health Center, Eastside Specialty Clinic, Employee Health, EEG, EMG, Eye Center, General Internal Medicine Clinic, Medical Specialties Clinic, Men’s Health Center, Multiple Sclerosis Clinic, Neurology Clinic, Headache Clinic, Neurosurgery Clinic, Otolaryngology/Head and Neck Surgery Clinic, Center for Pain Relief, Outpatient Psychiatry Clinic, Pediatric Care Center, Pre-Anesthesia Clinic, Radiation Oncology, Regional Heart Center, Regional Heart Center – Edmonds, Rehabilitation Medicine Clinic, Sports Medicine at Stadium Clinic, Transplant Services, Urology/Prostate Clinic, Weight Loss Management Center, Women’s Health Care Clinic, University Reproductive Care, Surgical Specialties Clinic, Alvord Brain Tumor Center, 4S, 8SE/Infusion, ECHO.

The Employer shall negotiate with WSNA over the appropriate cluster designation of any Unit not listed above, including but not limited to newly created Units.

Tentatively Agreed To:	
<p>For the Union:</p> <p>Signed by: <u>Robert H Lavitt</u></p> <p>Robert Lavitt <small>375DD6A502D445A...</small></p> <p>Date: 8/26/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <u>Jade Hersch</u></p> <p>Jade Hersch <small>ED538CDB172F42B...</small></p> <p>Date: 7/24/2025</p>

1 **APPENDIX III – INNOVATIVE WORK SCHEDULE AGREEMENT FORM**

2

3 _____ NAME (print) _____

4

5 _____ I wish to work the following schedule:

6

- 40 hours of work within a 7 day period
- 80 hours of work within a 14 day period (8 hour shifts)
- 160 hours of work within a 4 week (28 day) period

10

I understand that I may change my work period prior to the request due date (listed below) of the affected schedule by submitting a request for change in writing to my Nurse Manager. I understand that changes to my work period may be submitted no more than two times a year, effective the first full schedule or when I transfer to a new work unit.

16

17

4 WEEK BLOCKS 2022-2023	Date change Form is Due	4 WEEK BLOCKS 2022-2023	Date change Form is Due
6/12/23-7/9/23	4/30/23	6/10/24-7/7/24	4/28/24
7/10/23-8/6/23	5/28/23	7/8/24-8/4/24	5/26/24
8/7/23-9/3/23	6/25/23	8/5/24-9/1/24	6/30/24
9/4/23-10/01/23	7/23/23	9/2/24-9/29/24	7/21/24
10/02/23-10/29/23	8/20/23	9/30/24-10/27/24	8/18/24
10/30/23-11/26/23	9/17/23	10/28/24-11/24/24	9/15/24
11/27/23-12/24/23	10/15/23	11/25/24-12/22/24	10/13/24
12/25/23-1/21/24	11/12/23	12/23/24-1/19/25	11/10/24
1/22/24-2/18/24	12/10/23	1/20/25-2/16/25	12/8/24
2/19/24-3/17/24	1/7/24	2/17/25-3/16/25	1/5/25
3/18/24-4/14/24	2/4/24	3/17/25-4/13/25	2/2/25
4/15/24-5/12/24	3/3/24	4/14/25-5/11/25	3/2/25
5/13/24-6/9/24	3/31/24	5/12/25-6/8/25	3/30/25
		6/9/25-7/6/25	4/27/25

27 _____ A copy of this form shall be given to the RN and retained by the RN's Nurse Manager.

28

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Robert H. Lavitt</i></p> <p>Robert Lavitt <small>375DD6A502D445A...</small></p> <p>Date: 8/26/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Jade Hersch</i></p> <p>Jade Hersch <small>ED538CDB172F42B...</small></p> <p>Date: 8/14/2025</p>
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APPENDIX IV – UNION ROSTER REPORTS ~~POST WORKDAY IMPLEMENTATION~~

~~During negotiations for the 2021-2023 successor agreement, the parties reached agreement on the following regarding Union Roster Reports:~~

Each pay period the Employer will provide the following ~~four (4) reports~~ union membership information electronically.

1. ~~Total Compensation and deductions~~ Employee Information

- Name
- Home Address
- ~~Home phone~~
- Cell phone Primary Phone
- Work phone
- ~~Work location (building)~~
- Work location (address)
- ~~Work station or office (suite and/or number)~~
- Employee ID number
- Personal Email
- UW email
- UW mailbox
- Employment status
- ~~Employment status effective date~~ Current position effective date
- Job classification
- Department Supervisory Org
- Pay grade
- Pay step
- Pay rate salary
- Hourly rate
- Supervisor
- Supervisor email
- Race
- Gender
- DOB
- Date of hire
- Job title
- Job class code
- Shift
- Deduction amount dues
- Deduction amount fees
- ~~Deduction amount other~~
- ~~Deduction amount cope~~
- Total wages for the pay period
- Total base pay for pay period
- Total overtime pay for pay period
- Total overtime hours per pay period

47 Total hours worked in the pay period
 48 Days in the pay period
 49 ~~Total hours for each class/type of differential and or/ premium pay for the pay~~
 50 ~~period~~
 51 ~~Total wages for each class/type of differential and or/ premium pay for the pay~~
 52 ~~period~~ Premium pay and premium hours
 53 Total wages year to date
 54 Pension plan enrollment (which plan)
 55 ~~Position number~~ Position ID
 56 Medical plan enrollment (which plan)
 57 Bargaining Unit
 58 Total FTE
 59 Anniversary date (step date)
 60 Employment status (regular fulltime, regular part time, hourly, fixed duration part
 61 time, fixed duration full time)

62
 63 ~~All appointment list~~
 64 ~~Appointment budget number(s)~~
 65 ~~Beginning date~~
 66 ~~End date~~
 67 ~~Department and/or hiring unit~~
 68 College/Org name
 69 ~~Job Classification~~
 70 ~~Job Classification Code~~
 71 Full time salary or hourly rate
 72 Appointment/FTE Percentage
 73 Appointment status
 74 ~~Appointment term~~ Service Period
 75 ~~Distribution line information~~
 76 ~~Position number~~
 77 Earnings in last pay cycle
 78 Hours worked in last pay cycle
 79 FTE in last pay cycle

80 Leave of Absence effective date
 81 Nature of Leave of Absence
 82
 83

84 2. ~~Change Report~~ Staffing Events and Terminations

85 Name
 86 Job classification
 87 Job classification code
 88 Department
 89 Employee id
 90 Original hire date

91 Status change date
 92 Termination/separation date if any
 93 Reason for status change, nature of status change
 94 Reason for termination/separation
 95 ~~LOA effective date~~
 96 ~~Nature of LOA~~
 97 New hire date
 98 New Hire
 99

100 ~~3. Vacancy Report~~
 101 ~~Position Number~~
 102 ~~Job Classification~~
 103 ~~Date of vacancy~~
 104 ~~Elimination date of vacancy~~
 105 ~~Reason for elimination (filled, deleted, transferred to a different~~
 106 ~~classification/status)~~
 107

Tentatively Agreed To:

<p>110 For the Union:</p> <p>111 <small>Signed by:</small></p> <p>112 <i>Robert H. Lavitt</i></p> <p>113 _____</p> <p>114 Robert Lavitt <small>375DD6A502D445A...</small> Date: 7/23/2025</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small></p> <p><i>Jade Hersch</i></p> <p>_____</p> <p>Jade Hersch <small>ED538CDB172F42B...</small> Date: 7/22/2025</p>
---	---

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**

MOU – EARLY RECRUITMENT AND RETENTION WAGE INCREASES

During negotiations for the 2023-2025 successor agreement, the parties agreed to the following recruitment and retention wage increases for health care classifications:

1. Effective January 1, 2023 all step values of table BJ range 02 will be increased by four percent (4%). This increase will be based upon the salary schedule in effect on October 1, 2022.

2. Effective July 1, 2023, all step values of table BJ range 02 will be increased by five percent (5%). This increase will be based upon the pay table values in effect on June 30, 2023.

3. Progression start dates are not impacted by these increases.

Tentatively Agreed To:

For the Union:

Signed by:

Robert H Lavitt

375DD6A502D445A...

Robert Lavitt

Date: 8/26/2025

For the Employer:

DocuSigned by:

Jade Hersch

ED538CDB172F42B...

Jade Hersch

Date: 6/27/2025

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND**

THE WASHINGTON STATE NURSES ASSOCIATION (UNION)

**MOU – GROUND RULES COVERING NEGOTIATIONS FOR THE 202~~53~~-202~~75~~
 AGREEMENT**

- ~~1. Meetings will start on time; computers will be placed on mute; anyone who wishes to speak will use the hand icon on the internet platform being used; all parties agree to engage in respectful communications. All parties agree to have their video on unless they have technical limitations.~~
- 2.1. Each party shall designate a chief spokesperson to lead negotiations on their behalf.
- ~~3.2. In order to be as efficient and transparent as possible, the parties will present all their initial proposals by a mutually agreed upon date identified at the outset of bargaining the third day of negotiations. These proposals may contain items that request discussion with the other party prior to drafting a formal proposal.~~
- 4.3. Where neither party proposes changes to sections of the current contract, these sections shall be considered agreed upon and shall be tentatively agreed upon (TA'ed) once both parties have had the opportunity to present their initial proposals (except where either party has proposed changes which may affect other provisions of the contract).
- 5.4. All proposals and counter proposals shall be in redline (track changes) format, based upon the current contract former proposal's language, so that the proposed changes to the contract between the former and the latter proposal will be evident. Copies of such proposals shall be provided via email to every negotiation team member.
- 6.5. "Conceptual" proposals shall be reduced to writing by the party proposing such proposal upon request of the other party. No conceptual proposals shall be TA'ed unless reduced to writing and agreed upon by both parties (and properly initialed).
- ~~7. Drafting Agreement: At the first negotiation session, the chief spokespersons will determine who will prepare the draft redline version and final draft of the Agreement for signature and provide a word copy via email attachment to the other chief spokesperson for review and final approval as to form and content. The recipient of the draft final redline will have two weeks to respond to the drafter with respect to any errors or omissions found in the review process.~~
- 8.6. The parties will limit their financial presentations to not more than one hour; ~~these presentations will take place the second scheduled negotiation session.~~
- 9.7. Paid Time for WSNA Negotiation Team:
 All nurses wishing to participate in bargaining must request time off in accordance with normal leave policies. Release time (paid time for hours the

- 47 nurse would have been at work) is contingent on approval by the nurse's
- 48 manager or designee.
- 49 a. The Employer will provide paid time or paid release time for up to twelve
- 50 (12) total WSNA designated bargaining team members for up to eight (8)
- 51 hours per session, including caucus time. Neither paid time nor paid
- 52 release time shall be considered as hours worked for the purposes of
- 53 calculating overtime.
- 54 b. WSNA will make a good faith effort to recruit team members who are from
- 55 different units.
- 56 c. The Employer will provide paid time or paid release time for the first eight
- 57 (8) bargaining sessions.
- 58 d. After eight (8) bargaining sessions, the parties will discuss additional paid
- 59 release time.
- 60 e. WSNA will provide the names and hours of the designated negotiating
- 61 team members on paid release time to the employer directly after the end
- 62 of each bargaining session.
- 63 ~~10.8.~~ There will be no recording devices at the bargaining sessions. Each side
- 64 is responsible for keeping its own notes.
- 65 ~~11.9.~~ Members of the press and the public will not attend bargaining sessions
- 66 unless mutually agreed otherwise.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Robert H. Lavitt</i></p> <hr/> <p>Robert Lavitt <small>375DD6A502D445A...</small></p> <p>Date: 7/23/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch <small>ED538CDB172F42B...</small></p> <p>Date: 7/22/2025</p>
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~~**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**~~

~~**MOU – INTERMITTENT, NONPERMANENT, AND REPRESENTED TEMPORARY
 EMPLOYEES**~~

~~The parties have reached agreement on the following regarding Intermittent, Nonpermanent, and Represented Regular Temporary employees and appointments.~~

~~A. Transition of employees:~~

- ~~1. On October 1, 2022, the Employer will move all existing Represented Temporary Nurses to new Intermittent, Nonpermanent Fixed Duration, or Nonpermanent Hourly positions.~~
- ~~2. All employees placed in the new appointment types will be placed on a step within the range for the classified title that is closest too but not less than their current rate of pay.~~
- ~~3. The employee’s company service date, position entry date and time off service date will be set as October 1, 2022. Where applicable, there will be no change to the employee’s end date.~~

~~The progression start date will be based on the number of hours worked since hire or their last step increase as follows:~~

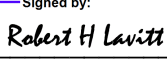
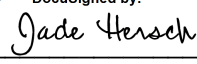
Min	Max	PSD
0	<156	10/1/2022
156	<312	9/1/2022
312	<468	8/1/2022
468	<624	7/1/2022
624	<780	6/1/2022
780	<936	5/1/2022
936	<1092	4/1/2022
1092	<1248	3/1/2022
1248	<1404	2/1/2022
1404	<1560	1/1/2022
1560	<1716	12/1/2021
1716	<1872	11/1/2021

~~B. Once the employees described in Section A have been placed in Intermittent, Nonpermanent Hourly, or Nonpermanent Fixed Duration appointments, the Employer will sunset the usage of temporary appointments for classifications represented by the Union.~~

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~~C. Within thirty (30) days of agreement the parties will jointly petition PERC to clarify the Montlake and Northwest bargaining units to include employees working in nonpermanent and intermittent positions.~~
~~1. Registered Nurses at UWMC Montlake Campus~~
~~2.1. _____ Registered Nurses at UWMC Northwest Campus~~

Tentatively Agreed To:

For the Union:	Signed by:  _____ Robert Lavitt Date: 8/26/2025	For the Employer:	DocuSigned by:  _____ Jade Hersch Date: 6/27/2025
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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON STATE NURSES ASSOCIATION (UNION)
MOU – MEAL AND REST BREAKS FOR UWMC-ML**

~~The Union and the Employer agree to the following provisions pursuant to RCW 49.12.187. The parties agree that employees of public employers may enter collective bargaining contracts, labor/management agreements, or other mutually agreed employment agreements that specifically vary from or supersede, in part or total, rules adopted under RCW Chapter 49 and WAC 296-126-092 regarding appropriate rest and meal periods. Portions of this MOU vary from and supersede the RCW and WAC. These provisions will follow the minimum standards for working conditions of RCW 49.12 and WAC 296-126-092 unless such rights are waived by the employee per this agreement.~~

~~Staff will be paid for the whole meal or rest period if missed or not taken within the specified time constraints unless the timing is voluntarily waived.~~

~~Staff will receive a voluntary waiver that allows them to waive their right to a second meal break during a 10 or 12-hour shift, allows them to waive the timing of meals and breaks, and allows them to combine meals and breaks. There will be an understanding that this waiver can be revoked at any time prior to their scheduled meal or break time; however, management retains the right to determine whether staff are approved to waive and/or combine meal and rest breaks. Staff may revoke their waiver by emailing their manager and notifying the charge nurse.~~

Tentatively Agreed To:

For the Union: _____ Robert Lavitt Date: 8/26/2025	Signed by: <i>Robert H Lavitt</i> <small>375DD6A502D445A...</small>	For the Employer: _____ Jade Hersch Date: 6/27/2025	DocuSigned by: <i>Jade Hersch</i> <small>ED538CDB172F42B...</small>
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1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**

6
7 **MOU – PARKING CITATIONS FOR NURSES WITH VALID UW PARKING PERMITS**
8

9 ~~Effective July 1, 2009, t~~The parties agree that in the event that a nurse is requested to
10 stay past ~~his/her~~their scheduled shift, the nurse will notify ~~his/her manager (or designee)~~
11 ~~that his/her permit parking will expire. In response the manager (or designee) will notify~~
12 Parking Services through the appropriate channels (i.e., Transportation Services
13 Customer Portal) that their parking permit will expire to preempt a parking citation.
14 Should a parking citation be issued, the nurse must present the citation within seven (7)
15 calendar days to his/her manager (or designee) who will arrange for payment by the
16 employer.
17

18 Tentatively Agreed To:
19
20 For the Union: Signed by: Robert H. Lavitt
21 Robert Lavitt 375DD6A502D445A...
22 Date: 7/23/2025
23
24 For the Employer: DocuSigned by: Jade Hersch
Jade Hersch ED538CDB172F42B...
Date: 7/22/2025

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON STATE NURSES ASSOCIATION (UNION)
MOU – PAY RANGES FOR REGISTERED NURSES**

~~During negotiations for the 2023-25 successor agreement, the parties reached agreement on the following recruitment and retention increases effective January 1, 2023.~~

~~Steps A to E of Pay Table BZ Range 02 will be increased by two percent (2%). This increase will be based upon the salary schedule in effect December 31, 2022.~~

~~The values on Pay Table BZ, Range 03 will be increased to reflect eight percent (8%) above Table BZ, Range 02 at each step of the wage scale.~~

~~This MOU will expire upon implementation.~~

Tentatively Agreed To:

For the Union:

Signed by:
Robert H Lavitt

Robert Lavitt
Date: 8/26/2025

375DD6A502D445A...

For the Employer:

DocuSigned by:
Jade Hersch

Jade Hersch
Date: 6/27/2025

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1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**
6
7 **MOU – PREMIUMS AT UWMC-MONTLAKE**
8

9 The parties have agreed to the following regarding premiums at UWMC – Montlake:

10
11 The employer shall determine whether a nurse will be required to change assignments
12 during their shift. If a nurse is required to move from an assigned shift for which they are
13 earning a premium, the nurse will be paid that premium for the assigned shift,
14 regardless of whether or not they are temporarily moved to another assignment. There
15 will be no stacking of premiums. If the employer reassigns a nurse to a role that also
16 carries a premium, the nurse will receive the higher of the two premiums.
17

18 Tentatively Agreed To:

19 For the Union:

Signed by:

Robert H Lavitt

Robert Lavitt 375DD6A502D445A...

Date: 8/24/2025

20 For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch ED538CDB172F42B...

Date: 8/21/2025

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1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**
6
7 **MOU – PUBLIC RECORDS REQUESTS AND PRIVACY**

8
9 The parties have agreed to the following regarding Public records request:

10
11 Labor Relations will notify WSNA of public records requests for information received by
12 the UW Office of Public Records that directly concern and encompass WSNA members.
13 Notification will be provided in order to allow for a ten (10) day protest period.
14

15 Tentatively Agreed To:

16
17 For the Union:

Signed by:
Robert H Lavitt

18
19
20 Robert Lavitt 375DD6A502D445A...

21 Date: 8/26/2025

For the Employer:

DocuSigned by:
Jade Hersch

Jade Hersch ED538CDB172F42B...

Date: 6/27/2025

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**

6 **MOU – RELEASE TIME**
7

8
9 The Employer will make a good faith effort to release WSNA members to participate in
10 negotiations when release time is requested in accordance with normal leave policies.

- 11 a. If nurses are scheduled on the dayshift of the negotiations, they can request
12 release for all or part of their shift. If hours spent bargaining are less than the
13 scheduled hours, nurses may request to use benefit time, trade hours to meet
14 FTE, or return to the unit after negotiations to fulfill the scheduled hours with
15 management approval.
- 16 b. If the nurse is scheduled on the night shift, the nurse may request release from
17 the shift immediately before or immediately after negotiations. If hours spent
18 bargaining are less than the scheduled hours, nurses may request to include use
19 benefit time, unpaid time off, or trade hours to meet FTE, or return to the unit
20 after negotiations to fulfill the scheduled hours with management approval.
- 21 c. With ~~mutual agreement~~management approval, nurses ~~can will~~ be paid at their
22 appropriate rate of pay straight time for hours in bargaining ~~above over~~ their
23 designated FTE.
- 24 d. The WSNA Nurse Representatives will ~~request release for make a good faith~~
25 ~~effort to send a list of~~ nurses who will be on the negotiation team to Labor
26 Relations at least seven (7) days in advance of the meeting date unless the
27 meeting is scheduled sooner, in which case WSNA will notify the Employer as far
28 in advance as possible. Labor Relations or its designee will contact the nurses'
29 managers to request their release If the meeting is scheduled sooner, the WSNA
30 will notify the Employer as far in advance as possible. ~~The WSNA will provide a~~
31 ~~list of WSNA team members to supply~~ the Employer with the names of the
32 nurses who have participated in negotiations, along with the number of hours
33 spent in negotiations and caucus.
- 34 e. Unless agreed otherwise, the parties agree to begin bargaining within thirty (30)
35 calendar days of receipt of the request to bargain. A valid request to bargain
36 must include at least three (3) available dates and times to meet.
- 37 f. Time spent in bargaining ~~on~~ paid release time will not result in missed meal or
38 ~~rest breaks periods, overtime,~~ or rest between shifts premium.
- 39 g. Release time is contingent on approval by the nurse's manager or designee.
- 40 h. For demand to bargain during the administration of the collective bargaining
41 agreement, no more than four (4) nurses will be paid per bargaining session.
- 42 i. Nothing in this Article supersedes any other Article of this collective bargaining
43 agreement.

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Tentatively Agreed To:	
For the Union:	For the Employer:
<small>Signed by:</small> <i>Robert H. Lavitt</i>	<small>DocuSigned by:</small> <i>Jade Hersch</i>
Robert Lavitt <small>375DD6A502D445A...</small>	Jade Hersch <small>ED538CDB172F42B...</small>
Date: 7/23/2025	Date: 7/22/2025

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON STATE NURSES ASSOCIATION (UNION)
MOU – REST BREAKS**

The University of Washington Medical Center at Montlake (“UWMC – Montlake”) and the Washington State Nurses Association (“WSNA”) are parties to a collective bargaining agreement (the “Bargaining Agreement”). Both UWMC – Montlake and the WSNA have a strong mutual interest in ensuring that RN’s at UWMC – Montlake receive their rest breaks. In addition to the terms and conditions of the contract, the parties agree to the following:

1. RNs will be compensated at the rate of one and one-half times the RN’s regular base salary rate, for fifteen (15) minutes for each missed rest break, where required by the Bargaining Agreement.
2. WSNA will work with UWMC – Montlake in Conference Committee and Staffing Committee and in labor management to minimize missed rest breaks in the workplace.
3. Any disputes concerning the operation of this Agreement will be resolved utilizing the grievance procedure in the Bargaining Agreement.
4. In accordance with the principles of a culture of safety, in no case shall the Employer discipline or counsel a Nurse for recording a missed rest period or requesting relief. This section shall not apply to and does not bar the administration of otherwise permissible counseling or other forms of corrective action in response to performance or behavioral issues concerning an individual Nurse that may involve breaks.
5. The parties recognize that nurses in some work units are permitted to combine one or more rest periods with their thirty (30) minute meal period. In such instances, in order to claim pay for a missed rest period(s), the RN must provide their Nurse Manager with sufficient notice of the missed break such that the manager can determine whether another break can be arranged.

Tentatively Agreed To:

<p>For the Union:</p> <p style="text-align: center;">Signed by: <i>Robert H Lavitt</i></p> <hr style="width: 80%; margin-left: 0;"/> <p>Robert Lavitt 375DD6A502D445A...</p> <p>Date: 8/26/2025</p>	<p>For the Employer:</p> <p style="text-align: center;">DocuSigned by: <i>Jade Hersch</i></p> <hr style="width: 80%; margin-left: 0;"/> <p>Jade Hersch ED538CDB172F42B...</p> <p>Date: 6/27/2025</p>
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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON STATE NURSES ASSOCIATION (UNION)
MOU – SALARY OVERPAYMENT RECOVERY**

During negotiations for the 2021-2023 successor agreement, the parties agreed to the following regarding Salary Overpayment Recovery.

Salary Overpayment Recovery

A. When an Employer has determined that a nurse has been overpaid wages, the Employer may recoup the overpayment. The Employer will provide written notice to the nurse that will include the following items:

1. The amount of the overpayment,
2. The basis for the claim,
3. A demand for payment, and
4. The rights of the employee under the terms of this Agreement.

Nurses may request a meeting with the Employer and an interpreter to have the overpayment notification explained.

B. Method of Payback

1. The nurse must choose one (1) of the following options for paying back the overpayment:
 - a. Voluntary wage deduction,
 - b. Cash, or
 - c. Check (separated employee).
 - d. Vacation (if under 280 hours only) or Compensatory time balances
2. The nurse may propose a payment schedule to repay the overpayment to the Employer. If the nurse's proposal is accepted by the Employer, the deductions shall continue until the overpayment is fully recouped. Nothing in the section prevents the Employer and employee from agreeing to a different overpayment amount than specified in the overpayment notice or to a method other than a deduction from wages for repayment of the overpayment amount.
3. If the nurse fails to choose one (1) of the four (4) options described above, within twenty (20) days of written notice of overpayment, the Employer will deduct the overpayment owed from the nurse's wages or the amount due may be placed with a collection agency for nurses who have separated from UW service. This overpayment recovery will not be more than five percent (5%) of the nurse's disposable earnings in a pay period. Disposable earnings will be calculated in accordance with the Attorney General of Washington's guidelines for Wage Assignments.

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~~4. Any overpayment amount still outstanding at separation of employment will be deducted from their final pay. No interest will be charged for active UW nurses or separated nurses who enter into a repayment arrangement.~~
~~C. Neither A nor B above are required for nurse reported overpayments and/or nurse corrected time including leave submittal corrections. All nurse initiated overpayment corrections may be collected from the next available pay check.~~
~~D.A. Appeal Rights: Any dispute concerning the occurrence or amount of the overpayment will be resolved through the grievance procedure in Article 20 of this Agreement. The Employer will suspend attempts to collect an alleged overpayment until the grievance process has concluded.~~

Tentatively Agreed To:

For the Union:	Signed by: <i>Robert H Lavitt</i> _____ Robert Lavitt Date: 8/26/2025	For the Employer:	DocuSigned by: <i>Jade Hersch</i> _____ Jade Hersch Date: 6/27/2025
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**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**

MOU – ON-CALL/STANDBY

During negotiations for the 202~~5~~⁴-202~~7~~³ successor agreement, the parties reached agreement on the following regarding Standby:

- A. The Employer agrees that on-call/standby staffing will be mandatory only in those departments listed on the following table.
- B. The parties agree that voluntary on-call/standby will be permitted in all departments, including those that do not currently have mandatory on-call/standby. In departments with staffing variance, the parties agree that voluntary on-call/standby systems will be encouraged to cover shortages.
- C. The parties agree to negotiate over on-call/standby for additional departments if the Employer provides data that demonstrates that voluntary on-call/standby is not sufficient to cover unanticipated shortages in those additional departments.
- D. Once the Employer provides the data to WSNA, the Employer will provide sixty days' notice to WSNA of its intent to bargain. The Employer will provide release time for four (4) nurses in the bargaining unit to attend negotiations.

Departments that Require Classified RNs to Take Call

<u>Department Name</u>	<u>Yes</u>	<u>No</u>	
[086012] 5E CRITICAL CARE		<input checked="" type="checkbox"/>	
[086013] 5SE CRITICAL CARE		<input checked="" type="checkbox"/>	
[086016] NEONATAL ICU		<input checked="" type="checkbox"/>	
[086017] 7NE ONCOLOGY		<input checked="" type="checkbox"/>	and 8SA also no
[086080] 8NE ONCOLOGY		<input checked="" type="checkbox"/>	
[086086] 7S GEN CLIN RES CTR		<input checked="" type="checkbox"/>	
[086087] 6NE MEDICAL		<input checked="" type="checkbox"/>	
[086089] 7SE ONCOLOGY		<input checked="" type="checkbox"/>	
[086092] 4SE MEDICAL SURGICAL		<input checked="" type="checkbox"/>	
[086093] 6 SE ORTHOPAEDICS		<input checked="" type="checkbox"/>	
[086094] 4NE MEDICAL-SURGICAL		<input checked="" type="checkbox"/>	
[086096] PERINATAL DAILY		<input checked="" type="checkbox"/>	
[086098] 5NE MEDICAL-SURGICAL		<input checked="" type="checkbox"/>	
[086099] 8N REHAB MEDICINE		<input checked="" type="checkbox"/>	
[086151] PSYCHIATRY		<input checked="" type="checkbox"/>	
[087020] OPERATING ROOMS	<input checked="" type="checkbox"/>		

[087025] OR ROOSEVELT		X	
[087030] POST ANESTHESIA CARE	X		
[087111] CARD DIAG-EKG		X	
[087122] CARDIOLOGY-HEART CATH	X		ICRU yes
[087139] RADIOLOGY-SUPPORT SVC	X		
[087140] RADIOLOGY-DIAGNOSTIC	X		
[087141] RADIOLOGY ANGIOGRAPHY	X		
[087143] RADIOLOGY R		X	
[087152] RADIATION ONCOLOGY	X		
[087195] VASCULAR ACCESS RN SV		X	
[087230] EMERGENCY DEPARTMENT		X	
[087265] OUTPATIENT PSYCHIATRY		X	
[087269] 8SE INFUSION		X	
[087274] CLINICAL SUPPOR RESOU		X	
[087285] ESC SHARED CLINIC	X		
[087300] OTO HEAD AND NECK SUR		X	
[087305] NEUROLOGY CLINIC		X	
[087307] NEUROLOGICAL SURGERY		X	
[087310] MED SPECIALTY CLINIC		X	
[087311] INTERNAL MED CLINIC R		X	
[087320] DIGESTIVE DISEASE CTR	X		
[087321] BRONCHOSCOPY		X	
[087322] ESC GI ENDOSCOPY	X		
[087325] CAMPUS HEALTH CLINIC		X	
[087330] SURGERY CLINIC		X	
[087331] PAIN CLINIC		X	
[087332] WEIGHT LOSS CENTER		X	
[087333] DERM SURGERY		X	
[087335] DERMATOLOGY CLINIC		X	
[087340] MATERNAL INFANT CARE		X	
[087342] WOMENS HEALTH CTR R		X	
[087343] WHCC REI	X		University Reproductive Clinic (URC)
[087346] ARLINGTON MFM CLINIC		X	
[087350] UROLOGY CLINIC		X	
[087351] MENS HEALTH CENTER		X	
[087355] UW MEDICINE MS CENTER		X	
[087360] REHAB MED CLINIC		X	
[087370] CHDD		X	
[087375] PEDIATRIC CLINIC R		X	

<u>[087405] DIABETES CARE CTR 740</u>		<u>X</u>	
<u>[087440] BONE & JOINT CENTER</u>		<u>X</u>	
<u>[087442] STADIUM CLINIC</u>		<u>X</u>	
<u>[087483] SPEC PROC O/P SV 7483</u>		<u>X</u>	
<u>[087485] PRE-SURGERY CLINIC/PS</u>		<u>X</u>	
<u>[087487] R H C NORTH</u>		<u>X</u>	
<u>[087715] CARDIOLOGY EPS LAB771</u>		<u>X</u>	
<u>[087717] CARDIOLOGY CLINIC 771</u>		<u>X</u>	
<u>[087717] CARDIOLOGY CLINIC 771 – VAD ONLY</u>	<u>X</u>		
<u>[087947] TRANSP PROG ADMIN 794</u>	<u>X</u>		
<u>[088115] LUNG-POST TRANSPLANT</u>	<u>X</u>		
<u>[088547] CARDIAC TRANSPLANT P</u>	<u>X</u>		
<u>[088726] RESOURCE MGMT CNTR</u>		<u>X</u>	
<u>[088730] RESOURCE TEAM</u>		<u>X</u>	
<u>[088740] AMBULATORY FLOATS</u>		<u>X</u>	
<u>ECLS Nurses during ECLS Shifts</u>	<u>X</u>		
<u>Regional Health Center VAD Nurses</u>	<u>X</u>		

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Tentatively Agreed To:

For the Union: For the Employer:

Signed by: DocuSigned by:

Robert H. Lavitt Jade Hersch

Robert Lavitt Jade Hersch
375DD6A502D445A... ED538CDB172F42B...

Date: 7/23/2025 Date: 6/27/2025

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**

6
7 **MOU – UW MEDICINE PRE-SCHEDULED VOLUNTARY DOUBLE-TIME SHIFT**
8 **INCENTIVE FOR CRITICAL STAFFING NEEDS**
9

10 ~~During negotiations for the 2023-2025 successor agreement, the parties reached~~
11 ~~agreement on the following regarding Pre-Scheduled Voluntary Double-Time at UWMC-~~
12 ~~Montlake and UWMC-Northwest.~~

13
14 ~~After the initial scheduled bid is incorporated and posted, and the employer has sent out~~
15 ~~notice for staff, including Nonpermanent and Intermittent nurses, the Employer may~~
16 ~~offer pre-scheduled voluntary double-time shifts for nurses. The determination of critical~~
17 ~~staffing needs and the double-time shift incentive is at the sole discretion of the~~
18 ~~Employer.~~

19
20 ~~The extra shifts shall be compensated at the rate of two times (2X) the regular rate of~~
21 ~~pay for all hours worked. Pre-scheduled double-time shifts will be considered Extra~~
22 ~~Shifts and will not be guaranteed, but once scheduled are expected to be worked unless~~
23 ~~it is determined that they are not needed. Nurses calling in sick on voluntary double-~~
24 ~~time shifts will not receive sick pay.~~

25
26 ~~Permanent FTE nurses will be eligible to volunteer for pre-scheduled double-time shifts~~
27 ~~when they are scheduled to meet their permanent FTE within the pay period. Their FTE~~
28 ~~is fulfilled by actual hours worked, approved and pre-scheduled vacation, mandatory or~~
29 ~~pre-scheduled continuing education, and accrued paid sick leave.~~

30
31 ~~Nonpermanent and Intermittent (Per Diem) nurses will not be eligible to volunteer for~~
32 ~~pre-scheduled double-time shifts until they have scheduled up to thirty six (36) hours in~~
33 ~~the week of the pre-scheduled double-time shift. Nonpermanent and Intermittent nurses~~
34 ~~must also work all scheduled hours in the week of the pre-scheduled double time shift in~~
35 ~~order to be compensated at double time for the shift(s). If they do not, they will be~~
36 ~~compensated at the appropriate rate of pay in accordance with the Nonpermanent and~~
37 ~~Intermittent Article.~~

38
39 ~~All nurses, once scheduled, are expected to honor the commitment, with the exception~~
40 ~~of illness or serious emergency. Notification of absence is required at least two (2)~~
41 ~~hours before the beginning of all shifts. Pre-scheduled double-time shifts cannot be~~
42 ~~stacked with standby or callback pay.~~

43
44 ~~Failure by the Employer to notify or attempt to notify staff of cancellation at least two (2)~~
45 ~~hours in advance of the shift will result in the employee being assigned to a unit for two~~
46 ~~(2) hours.~~

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~~This MOU will be effective October 1, 2022, and will expire on June 30, 2025.~~

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Robert H. Lavitt</i></p> <hr/> <p>Robert Lavitt <small>375DD6A502D445A...</small> Date: 8/26/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch <small>ED538CDB172F42B...</small> Date: 8/14/2025</p>
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1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**

6
7 **MOU – VOLUNTARY FLOAT BETWEEN MONTLAKE AND NW CAMPUSES**
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9 When there is low patient volume in a specific unit or department, management may
10 float nurses between UWMC – Montlake and UWMC – Northwest if the nurse agrees to
11 float.

12
13 Nurses who agree to float between UWMC – Montlake and UWMC – Northwest will
14 receive adequate orientation. Appropriate resources will be available as follows:

- 15 a. Introduction to the charge nurse and/or nurse resource for the shift;
- 16 b. Review of emergency procedures for that unit;
- 17 c. Tour of the physical environment and location of supplies and equipment;
- 18 d. Review of the patient assignment and unit routine.

19
20 Nurses shall not be required to perform new procedures without nursing supervision.
21 Nurses shall seek supervisory guidance for those tasks or procedures for which they
22 have not been trained. Nurses who encounter difficulties related to floating should report
23 these to the appropriate Charge Nurse or Nurse Manager. There will be no adverse
24 consequences for a nurse filing a concern.

25
26 The Nurse Manager (or designee) will seek volunteers among the nurses present on the
27 unit to float. Nurses who volunteer to float will receive a patient assignment taking into
28 account the nurse’s training and experience.

29
30 Nurses will not float more than once per shift.

31
32 If a nurse agrees to float to an entity other than the nurse’s home entity, the nurse will
33 receive a four dollar (\$4.00) per hour premium for all hours worked outside the nurse’s
34 home entity This premium will apply to nurses already receiving a premium for being in
35 the float team and cannot be stacked with any other float premiums.

36
37 Nurses will be reimbursed for mileage and parking at the second site per university
38 policy and will be provided with the appropriate forms and instructions that will allow
39 them to submit the forms for reimbursement.

40
41 The nurse’s “Home Entity” Collective Bargaining Agreement applies while floating to
42 other facilities.

43
44 Nurses will receive appropriate and timely training on the equipment, practices, and
45 work area orientation at the non-home location to which they are floated.

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Tentatively Agreed To:

For the Union:	Signed by: <i>Robert H Lavitt</i> _____ Robert Lavitt Date: 8/26/2025	For the Employer:	DocuSigned by: <i>Jade Hersch</i> _____ Jade Hersch Date: 6/27/2025
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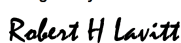
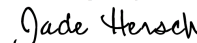
**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**

**MOU – VOLUNTARY STANDBY IN THE PERINATAL DAILY AND NEONATAL ICU
UNIT**

The parties to this MOU agree that UWMC – Montlake may institute a voluntary standby program in the Perinatal Daily and Neonatal ICU starting in August 2021.

Standby shifts shall not exceed twelve (12)-hours in length and shall not exceed two (2) per schedule period per nurse.

Sign up for identified standby shifts will on a voluntary basis only. All hours worked on standby are subject to all premiums.

Tentatively Agreed To:	
For the Union: Signed by:  <hr/> Robert Lavitt <small>375DD6A502D445A...</small> Date: 8/24/2025	For the Employer: DocuSigned by:  <hr/> Jade Hersch <small>ED538CDB172F42B...</small> Date: 8/21/2025

47 D. **7.3 Overtime.** Both, the Employer and WSNA concur that overtime shall
 48 be minimized. The Employer will comply with applicable statutes, including
 49 the Washington State law restricting mandatory overtime for nurses. In
 50 case overtime is permitted by law, volunteers will be sought first.

51
 52 ~~Overtime will be considered in effect if eight (8) minutes or more are~~
 53 ~~worked after the end of the scheduled shift and it will be calculated to the~~
 54 ~~nearest quarter of an hour. For example, if eight (8) minutes are worked,~~
 55 ~~overtime will be calculated to fifteen (15) minutes. If twenty-three (23)~~
 56 ~~minutes are worked, overtime will be calculated to thirty (30) minutes, etc.~~

57
 58 E. **7.3.2 Overtime Rate.** Overtime work shall be paid at the rate of one and
 59 one-half times the nurse's regular rate of pay. ~~straight time hourly rate. The~~
 60 ~~straight time hourly rate of pay shall include shift differential.~~

61
 62 F. **7.3.4 8/80 Hours Within 14 Days.** RNs who agree to work eight-eighty
 63 (8/80) hours in a fourteen (14)-day period shall be paid time and one-half
 64 (1½X) in excess of eight (8) hours per day and in excess of eighty (80)
 65 hours in fourteen (14) consecutive days.

66
 67 G. ~~**7.3.5 160 Hours Within 28 Days.** RNs who agree to work the work period~~
 68 ~~of one hundred and sixty (160) hours of work within twenty-eight (28)~~
 69 ~~consecutive days shall be paid time and one-half (1½X) in excess of the~~
 70 ~~nurse's standard shift in one (1) day (shift must be a minimum of eight (8)~~
 71 ~~hours) and in excess of one hundred and sixty (160) hours of work within~~
 72 ~~twenty eight (28) consecutive days.~~

73
 74 H. **7.3.6 Double Time Premium.** Double time premium shall be paid for
 75 hours worked in excess of twelve (12) hours. ~~The straight time hourly rate~~
 76 ~~of pay shall include shift differential.~~

77
 78 I. **7.3.8 Compensatory Time Off.** The Employer retains the right to grant
 79 compensatory time in lieu of monetary payment if requested by the nurse.
 80 Compensatory time shall be accrued hour for hour at the applicable rate of
 81 accrual. ~~for straight time and one and one-half (1 ½) hours for overtime~~
 82 ~~hours worked.~~

83
 84 J. **10.4 Pre-Scheduled Voluntary Overtime.** After the initial scheduled bid
 85 is incorporated and posted, the Employer may offer pre-scheduled
 86 voluntary overtime shifts to nurses, including intermittent and
 87 nonpermanent employees.

88
 89 The shifts shall be compensated at the rate of time and one-half (1 ½ X)
 90 the regular rate of pay plus an additional two (2) hours of extra pay for the
 91 shift. The extra pay shall be compensated at the regular rate of pay. If the
 92 shift is cancelled at least one (1) hour prior to the start of the shift, the

premium will not be paid. The nurse shall receive the premium pay (time and one-half (1 ½ X) the nurse’s regular rate) for a minimum work period of three (3) hours. This pay is in addition to all compensation contained in the CBA except this compensation cannot be bundled with call back.

~~After the initial scheduled bid is incorporated and posted, the Employer may also offer extra shifts at straight time (up to 1.0s FTE)~~

K. **8.3 Education and Professional Leave.** Educational and professional leave granted for on-line or other self-study (CEARP approved educational offering) will be determined retroactively. The nurse manager may approve either time off or time worked at the applicable rate of straight time pay, exclusive of additional premiums. The number of hours shall not exceed the contact hours awarded by the accrediting body.

L. **20.4 Area Representatives.** The Employer will provide the bargaining unit up to sixty (60) hours of additional ~~straight time~~ pay per fiscal year (July 1 to June 30) to be shared among WSNA Representatives who engage in representational meetings during their non-scheduled hours. Cumulative hours used will be tracked by WSNA representatives and may be reviewed by the Conference Committee.

M. **MOU – Release Time**

C. With mutual agreement, nurses can be paid at their appropriate rate of pay straight time for hours in bargaining ~~above their designated FTE.~~

C. In an effort to mitigate the impact to employees and provide an opportunity to further discuss these changes, the parties agree to schedule a minimum of two (2) ~~paid twoeight~~-hour bargaining sessions prior to the transition date to bargain the impacts of the change. Additional sessions may be scheduled upon mutual agreement.

D. The parties also agree to schedule a minimum of two (2) paid one-hour Joint Labor Management (JLM) meetings to answer employee questions and address concerns relating to the change. Additional meetings may be scheduled upon mutual agreement.

E. In recognition of UWMC-ML eliminating the innovative work schedule option, the parties agree to the following:

1. RNs who are grandfathered into a 0.975 FTE and working only 12-hour shifts as of the date of this agreement will be permitted to schedule themselves for up to forty-eight (48) hours in a calendar week once per four-week schedule period. Eight (8) hours of this time will be paid at the applicable overtime rate.

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2. RNs with an FTE below 0.9 are not required to meet their FTE within one work week if unit scheduling and skill mix permits, provided it does not result in overtime.

3. Units may elect to establish a unit-based scheduling committee consisting of RNs and Management to provide substantive input on the creation of the unit's scheduling. For units who do not establish a scheduling committee, any input around scheduling may be brought to Conference Committee.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Robert H. Lavitt</i></p> <hr/> <p>Robert Lavitt <small>375DD6A502D445A...</small></p> <p>Date: 8/26/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch <small>ED538CDB172F42B...</small></p> <p>Date: 8/14/2025</p>
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1 **MEMORANDUM OF UNDERSTANDING**
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5 **THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**

6
7 **MOU: FACILITATED MEDIATION RE: SYSTEM WIDE FLOAT POOL**
8

9 During negotiations for the 2025-2027 collective bargaining agreement, the parties
10 agreed to the following:

11
12 To address census fluctuations while supporting a healthy work environment for our
13 staff, increase recruitment and retention through growth opportunities, and ensure
14 quality patient care, the parties agree to request facilitated mediation from PERC within
15 90 days of ratification to develop a tiered system wide float pool for clinical staff. The
16 goal would be to create an equitable and effective method of responding to changes in
17 staffing needs across HMC and UWMC (ML and NW). The parties commit to meeting at
18 least monthly with the facilitator/mediator, for up to 12 months, to fully discuss and work
19 together to develop a process. This MOU expires twelve (12) months after the first
20 PERC-facilitated meeting. Up to 5 employees-nurses at each campus would be
21 provided paid time to attend each session. Unless there is agreement between all three
22 campuses, no action will be taken by the Employer.
23

24 Goals of the floating tool:

- 25 • Provide UW Medicine staff with development opportunities to increase
26 recruitment and retention. Enable staff to see growth opportunities within UW
27 Medicine instead of seeking those elsewhere.
- 28 • Build a tiered system wide float pool that compensates staff depending on
29 availability, competency, assigned location, clinical groupings, and level of
30 support needed.
- 31 • Ability to address high/low census and unexpected leaves and resignations
32 across UW Medicine and ensure adequate staffing to comply with the Staffing
33 Law.
- 34 • Ability to have coverage in areas where we traditionally have relied on call or
35 overtime for high/low census periods.
- 36 • Increase staff satisfaction and patient care across UW Medicine.
- 37

38 Tentatively Agreed To:
39
40 For the Union: Signed by: Robert H. Lavitt
41 Robert Lavitt 375DD6A502D445A...
42 Date:8/26/2025
43
44 For the Employer: Signed by: Jade Hensch
Jade Hensch ED538CDB172F42B...
Date:8/14/2025

MOU: Top Step

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During negotiations for the 2025-2027 successor agreement, the parties reached agreement on the following regarding Step AE:

Within 90 days of ratification and effective on the first pay period after ratification as determined by the Employer, the Employer will add Step AE for 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 likewise be added to the RN 3 scale and will be eight percent (8%) above top step AE of the RN 2 scale.

Employees who have been on Step AD for at least a year by the effective date will be placed on Step AE. Their Progression Start Dates will reset according to Article 30.6.B.

Tentatively Agreed To:	
For the Union:	For the Employer:
Signed by: <i>Robert H. Lavitt</i>	DocuSigned by: <i>Jade Hersch</i>
Robert Lavitt Date: 8/26/2025	Jade Hersch Date: 8/14/2025

MOU: Non-Monetary Steps

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During negotiations for the 2025-2027 successor agreement, the parties reached agreement on the following regarding Non-Monetary Steps:

Within 90 days of ratification and effective on the first pay period after ratification as determined by the Employer, the Employer 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 RN 3 scale shall be amended to reflect eight percent (8%) above the RN 2 scale at each of the previously non-monetary steps of the wage scale.

Tentatively Agreed To:	
<p>For the Union:</p> <p>Signed by: <i>Robert H. Lavitt</i></p> <p>Robert Lavitt <small>375DD6A502D445A...</small></p> <p>Date: 8/26/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Jade Hersch</i></p> <p>Jade Hersch <small>ED538CDB172F42B...</small></p> <p>Date: 8/14/2025</p>

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
WASHINGTON STATE NURSES ASSOCIATION (WSNA)**

MOU – RECRUITMENT AND RETENTION WAGE INCREASES

1
2 During negotiations for the 2025-2027 successor agreement, the parties reached
3 agreement on the following regarding Recruitment and Retention Wage Increases:
4

- 5 1. Within 90 days of ratification and effective on the first pay period after ratification
6 as determined by the Employer, all step values of table BJ range 02 will be
7 increased by one percent (1%). This increase will be based upon the salary
8 schedule in effect at the time of the increase.
9
- 10 2. Effective July 1, 2026, all step values of table BJ range 02 will be increased by
11 one percent (1%). This increase will be based upon the salary schedule in effect
12 on June 30, 2026.
13
- 14 3. The RN 3 scale shall be amended to reflect eight percent (8%) above the RN 2
15 scale at each step of the wage scale throughout the life of this Agreement.
- 16 4. Progression start dates are not impacted by these increases.
17

18 Tentatively Agreed To:

<p>19 For the Union:</p> <p>20</p> <p>21 Signed by:</p> <p>22 <i>Robert H. Lavitt</i></p> <p>23 _____</p> <p>24 Robert Lavitt 375DD6A502D445A... Date: 8/26/2025</p>	<p>For the Employer:</p> <p>DocuSigned by:</p> <p><i>Jade Hersch</i></p> <p>_____</p> <p>Jade Hersch ED538CDB172F42B... Date: 8/14/2025</p>
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**MEMORANDUM OF UNDERSTANDING
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THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**

MOU – LUMP SUM PAYMENT

During negotiations for the 2025-2027 successor agreement, the parties reached agreement on the following lump sum payment:

- I. Employees in an active position with a UW compensation plan and with an FTE as of the date of ratification, and who remain employed in a WSNA-ML represented position on July 15, 2026, are eligible for the lump sum as defined below:
 - a. Employees will receive a single, one (1) time lump sum payment of one thousand five hundred dollars (\$1,500), prorated by FTE based on their FTE and employee status on July 15, 2026.
 - b. Nonpermanent/intermittent employees are not eligible for the lump sum payment.
- II. The payment will be paid within ninety (90) days of July 15, 2026.
- III. In order to receive the lump sum payment, the employee must also have an active position in Workday on the last day of the pay period in which the lump sum payment is distributed. For example, if the lump sum is paid on 10th of the month, the employee must be in an active position on the last day of the previous month. If the lump sum is paid on 25th of the month, the employee must have an active position on the 15th of the month.

This MOU will expire upon implementation.

Tentatively Agreed To:	
<p>For the Union:</p> <p style="text-align: center;"><small>Signed by:</small> <i>Robert H. Lavitt</i></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p>Robert Lavitt - 375DD6A502D445A...</p> <p>Date: 11/12/2025</p>	<p>For the Employer:</p> <p style="text-align: center;"><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p>Jade Hersch - ED538CDB172F42B...</p> <p>Date: 11/12/2025</p>

SIDE LETTER A - UPASS

The parties agree to the following regarding U-PASS:

~~Effective July 1, 2021~~, UWMC – Montlake bargaining unit nurses with an active permanent appointment with greater than a .5 FTE will not be charged a fee for a U-PASS.

This Side Letter expires on June 30, 202~~7~~³.

Tentatively Agreed To:

For the Union:

Signed by:

Robert H Lavitt

375DD6A502D445A...

Robert Lavitt

Date: 8/26/2025

For the Employer:

DocuSigned by:

Jade Hersch

ED538CDB172F42B...

Jade Hersch

Date: 6/27/2025