

# **MNA Contract Proposals at Brigham and Women's Hospital**

*December 1, 2025*

Your BWH MNA Committee presented these proposals to management during our second day of negotiations. The proposals may change throughout negotiations based on how bargaining proceeds and what issues nurses prioritize. If a tentative agreement is reached on a single proposal, it will take effect after the full contract is agreed to and ratified by a vote of the membership.

## **1. Extend the Contract**

Change the contract expiration date from March 30, 2026, to September 30, 2027 (we are asking for a one and a half year contract).

## **2. Health Insurance Protections**

- Extend the current agreement allowing nurses to switch between MGB insurance and HPHC Insurance through all future open enrollment periods in the new contract term.
- Ensure nurses who were in BCBS plans in 2025 do not face state tax penalties for plans that didn't meet Massachusetts minimum coverage requirements. If penalties occur, the hospital must reimburse nurses and their dependents.

## **3. Salary Scale Improvements**

- Remove the lowest steps (2 and 3 for staff nurses, steps 1 and 2 for all other pay scales) in all pay scales and nurses would move upward automatically based on experience level.
- All nurses receive a 10% across-the-board (ATB) raise on April 1, 2026
- All nurses receive a 5% ATB raise on April 1, 2027.
- Add a new top step worth 5% more than the current top step effective April 1, 2026.

## **4. Float Pay Differential**

Nurses floated outside their usual unit, specialty, or service line – including float nurses if they are reassigned again mid-way through their shift – would receive an extra \$5 per hour.

## **5. Evening Shift Differential**

All nurses working from 3 p.m. to 11:30 p.m. would receive a \$5.50/hour differential, ending the separate shift differentials between permanent and rotating evenings.

## **6. Night Shift Differential**

All nurses working from 11 p.m. to 7:30 a.m. would receive a \$7.50/hour differential, ending the separate shift differentials between permanent and rotating nights.

## **7. Weekend Premium Pay Improvements**

All Weekend shifts (Friday 3 p.m. to Sunday 11:15 p.m.) include:

- \$8.50/hour differential for day shifts

- \$10.50/hour differential for night shifts

This ends the separate differentials for 12 hours shifts and shorter weekend shifts that are in the current contract.

- **8. On-Call Pay and Limits**
- Increase regular on-call pay to at least the Massachusetts minimum wage.
- Increase on-call with a required 30-minute response time to 4x minimum wage.
- Limit mandatory on-call to 156 hours per nurse per year. Any hours above this must be paid at straight time. Call-back remains time-and-a-half with a two-hour minimum.

### **9. Charge Nurse Assignment Protection**

Charge Nurses and Nurses-in-Charge will not be given a patient assignment. In cases where unavoidable, management must coordinate with the nurse for options for a less acute assignment. The hospital should staff units appropriately to staff for these limits without adding an undue burden on other nurses.

### **10. Mother's/Father's Day & Halloween Premium Pay**

Extend the Mother's Day differential to also cover Father's Day and Halloween. Nurses working from 11 p.m. the night before through 11 p.m. on these holidays earn time-and-a-half. These hours do not count toward holiday work obligations.

### **11. Limits on Temporary Staffing**

Temporary nurses, including travelers, agency, locums, and internal resource pool, may work at BWH for no more than 6 months per year unless the MNA approves an extension.

Temporary staff cannot exceed 10% of any unit's FTEs without MNA agreement.

### **12. Updated Variable Hours Cancellation Order**

This proposal clarifies who gets canceled first when shifts must be reduced:

1. Travelers/temporary staff
2. Double time
3. Overtime
4. Per diems
5. Extra shifts
6. Variable hours RNs

It also requires at least 1 hour 45 minutes notice for cancellations.

### **13. Weekend, Rotation, and Floating Rules**

- Nurses receive every other weekend off unless patient needs require otherwise. If nurses are scheduled for consecutive weekends (not volunteered), the second weekend is paid at double time.

- The current contract says that after 3 years nurses can't be rotated more than 25%. We have added that if the hospital breach this they must pay double-time.

#### **14. Expanded Bereavement Leave**

This proposal broadens the list of covered family members to grandchildren, aunts, uncles, nieces and nephews and expands bereavement time from three days to five days.

#### **15. Increased Education Degree Pay**

This would extend the \$15 per week differential for doctorates to all bargaining unit members who have those qualifications and to extend all degree differentials to per diems who work at least one shift that week.

#### **16. APRN Protected Administrative Time Requirement**

- Ambulatory APRNs must receive at least 25% of their weekly FTE hours for administrative/practice management work.
- APRNs who split time between inpatient and outpatient settings receive 25% of their ambulatory time.

#### **17. Expanded Professional Development Benefits**

- Raise individual reimbursement limits to \$5,000/year.
- Provide up to \$1,000/year in conference reimbursements.
- Strengthen access to conference days for full-time, part-time, per diem, and irregularly scheduled nurses.
- Allow all APRNs including CRNAs to use the full \$5000/year for conference reimbursement
- All units must grant enough conference time each schedule to allow all nurses to use their conference time per year.

#### **18. Annual Specialty Certification Pay Update**

Clarifies eligibility so all members receive annual specialty certification pay for each of their certifications, if certified in an approved specialty relevant to their work.

#### **19. Stronger Nurse Advisory Committee**

Committee meets monthly for at least 90 minutes, and the hospital must provide written responses to unanswered questions within 10 days.

#### **20. Promotion Pay Adjustment**

When promoted, nurses move to a step one lower than their current step on the new scale, with safeguards ensuring they do not lose expected salary progression.

#### **21. Weekend Program Clarification**

Category 3 nurses working 36+ hours per week will not be required to work more than one weekend out of every three when assigned to 12-hour weekend shifts.

## **22. Scheduling Preference and Seniority Rules**

All nurses in weekend-open units must work at least one Friday per schedule, with additional Fridays assigned by inverse seniority.

## **23. One-Time Option to Switch to Benefit Time**

Nurses employed before ratification may opt into the Benefit Time system (instead of separate vacation/holiday/sick/ESL banks) during a one-time, four-week election period. Existing banks convert under rules similar to the 2013 program.

## **24. Stronger Timelines for Discipline Investigations**

The hospital must begin any investigation within 60 days of becoming aware of an issue. If the hospital does not, no discipline may result from that incident.

## **25. Picking Up Shifts in Other Roles**

Nurses may pick up shifts outside their home unit or classification if qualified but will always have just one official position and be paid their regular rate for any shifts worked elsewhere.

## **26. Severance Pay for Layoffs**

- Nurses laid off after at least 12 months of service receive one week of pay per year of service, up to 26 weeks.
- Severance ends when the nurse returns to a bargaining unit job, but nurses may accept per diem work without losing eligibility.

## **27. Renew All Existing Side Letters**

All current side letters remain in place, with dates updated to match the new contract end date.