



Winning improvements that respect our time and our union

As nurses together in our union we represent the voice of our patients, our profession, and also our community. We know the needs of patients and family members whom we serve in our hospital. Our contract proposals reflect our values in those various roles. Our proposals speak to our values of patient safety, balancing work and family life, transparency, and making our hospital the best place to give and receive care:

- Break relief that respects nurses' needs to be rested and attuned to our patients.
- Raises that recruit and retain good staff.
- Improving the way we accrue time off.
- The best staffing for all units and shifts.
- The ability to educate new nurses about our union and our contract.

Now our bargaining team has introduced a very comprehensive proposal package that speaks to all our values and represents what nurses prioritized in our bargaining surveys and voted overwhelmingly to approve.

The unity that we have shown over the past few years as our hospital has gone through changes has paid off and has already translated into some early wins at the table. Management has agreed to:

- Language that allows our union delegates to participate in new nurse orientation.
- Improvements in what is considered a mandatory meeting.
- More transparency if there is a need to extend a new nurse's probationary period.
- Notification should outside parties request our information as public employees.

We expected management would respond to our economic proposals but they didn't. In order for us to move this bargain forward and reach an agreement, management should be responding with written economic proposals in our next session. Talk to your bargaining team about how you can be involved in winning a good contract and continuing to build a strong union at Prosser Memorial Hospital.



"As nurses we balance many priorities and our time is important to us. So far we've had three bargaining meetings and have already reached tentative agreements on some important issues. We've made improvement to our mandatory meeting language so that instead of providing one week's notice for mandatory meetings, the hospital will now provide two weeks' notice for our attendance at meetings to be considered mandatory. While the information shared at such meetings may be necessary, there are other avenues for us to obtain such information should we not receive enough notice to make a mandatory meeting. Respect for our time is an important value and I'm happy to see a win on this issue."

Mary Anne Hildebrandt, Acute Care



"Another important tentative agreement we've reached is having the right for a union delegate to attend new nurse orientation. This is our opportunity to educate nurses new to our facility about our union contract and improvements we've made in our workplace. This is about transparency, education, and building an inclusive union. Talk to your bargaining team member about how you can support negotiations and be a part of keeping a strong union at our hospital. "

Sarah Mora, Family Birthing