

We are united for a strong contract

Together we are united for safe staffing, wages that recruit and retain, and respect for all coworkers. We are standing up for our patients and our community by making proposals that uphold our values as union members. Our proposals are about investing in frontline staff so we can give the best possible patient care and take care of our families.

Wages that recruit and retain	Proposal priorities that move us forward
18% increase to all wage steps and scales on 3/31/22	Training Fund to advance careers and improve nursing
7% increase to all wage steps and scales on 3/31/23	Covid protections
7% increase to all wage steps and scales on 3/31/24	Union strength
Increase Charge Nurse premium to \$3.50/hour	Medical benefit protection
Contract expiration on 6/30/24	New* WA Paid Family Medical Leave (WAPFML), the ability to use our leave to supplement payments so we can keep our whole check
	New* Paid Negotiation release for our coworkers on the bargaining team so we can all be represented

Management came to the table with new proposals as well, and unfortunately they want to take steps backwards by proposing to remove our low census fund protections. Our bargaining team is standing strong that we need to make sure there are no takeaways.



“We need to attract people and help them stay. As nurses, we are here to take care of the people and at the end of the day we are still in a pandemic and need to be paid. We are looking forward to talking about economics that will keep people here and attract more nurses.

Nurses ask that we be shown the same human kindness that we show our patients.”

- Mark Ignacio, RN ED



“We as a team have brought and will continue to bring strong proposals to the table both economically competitive and around safety. However, management has come with a takeaway to a key benefit, the low census fund. We cannot let this happen; we will not accept takeaways.”

- Kelly Patton, RN, Acute Care

Reach out to your bargaining team for info on next steps

Kelly Patton, Acute
Cindy Anderson, ED
Mark Ignacio, ED
Sherlene Smith, ED
Jeanne Oden, FCBC

Sherry Tompt, HRN
Katie Amer, OR
Jordyn Kusler, OR
Sara Peterson, OR