

We Stand United Through Progress and Pushback in Bargaining

In our third bargaining session, management presented several counterproposals. Unfortunately, they rejected many of our proposals, including important updates needed to align our contract language with the new Washington State staffing law.

We also presented our economic proposal, which includes wage and premium proposals designed to make St. Anne competitive with surrounding hospitals. During the session, we shared the reality that many of our coworkers work two jobs just to make ends meet, a situation that must change. One job should be enough.

Your bargaining team remains committed to fighting for the priorities you voted on including safe staffing, fair pay, and respect for every worker and to ensure your voices are heard at the table.



“We are not proposing a “rich” wage scale as management suggests. We want to provide our colleagues with a fair wage to allow them to live where they work.” **-Diana Baird, SANH RN**

Next Steps:

Get involved and stay informed! Reach out to a bargaining team member for the latest updates.

Upcoming Bargaining Dates:

- ★ October 30, 2025
- ★ November 13, 2025
- ★ November 19, 2025
- ★ December 10, 2025
- ★ December 17, 2025



“I will continue to emphasize the importance of our rights to representation whenever issues or grievances arise. It’s concerning that limitations are being placed on who and how we choose to be supported. We ask that they respect the combination of safety, support, proper representation, and occasional training needs which may mean having more than one representative with us at a time. Despite assurances of ‘good faith bargaining’, management responded to over twenty of our proposals with ‘no’ or ‘maintain current contract language’ even in areas that clearly need revision. The status quo isn’t always the way to go” **-Melissa Leaptrot, SANH RN ER**

Together we are stronger. Stay engaged and support your bargaining team!



“As nurses, we would never consider service an afterthought, it is our service coworkers that keep us moving forward.” **-Donna Watts, SANH RN FBC**



“I recently attended the first annual Union Nurse’s Alliance and participated in a workshop about filing a claim with the department of Washington L&I for missed meal and rest breaks. I used a QR code to start the process, and shortly after, I received a call from the state. They asked for my pay stubs and had me fill out just two pages of information. It was so easy! The state reviewed my case and found merit in my claim for missed meal and rest breaks. If you’ve experienced the same, I highly recommend filing a claim. It’s worth it!” **-Rachelle Goda, SANH RN ICU**

Your Right to Meal and Rest Breaks

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“The union brought forward wages which are a key concern throughout our department. We’re often short-staffed and are still expected to maintain the same quality and results with fewer people and more work. Also, EVS would like their ACET Certification (promotes culture of safety and infection prevention) to be included in the list of approved certification premiums at St. Anne. With this certification, eligible staff could get a wage increase, improve their skills, and advance their career. We’ve been waiting on management to greenlight this certification premium since 2022 by meeting with representatives from the Training Fund.” **-Blanca Marin, SANH EVS**