

FRONTLINE WORKERS DESERVE RESPECT, SAFE STAFFING, AND FAIR PAY!

As we head into our fourth bargaining session, our bargaining team continues to show up in good faith to fight for a fair contract that supports safe patient care and respects the hard work of every employee at St. Anne Hospital. Unfortunately, management continues to reject our key proposals that would make our hospital safer and more sustainable for staff and patients alike.



"We are waiting on counters to our economic proposals. We want to get the RN and Service contracts settled and our staff getting the raises they deserve." - **Mona Denton, RN**



"We are still having to fight tooth and nail to get them to respect and negotiate for proper break coverage, even though it's the law! And when we proposed that Charge Nurses shouldn't have patient assignments while acting as Charge, they immediately said 'NO'. It's frustrating to see management dismiss such basic, commonsense protections for nurses and patients." - **Melissa Leaptrot, RN**



Workplace Rights and Safety Complaints

All hospital workers have the right to a safe and fair workplace. If you experience unsafe conditions, unfair treatment, or violations of labor laws, you can report them and/or file a grievance.

Where to File Complaints:

- Workplace Rights (WA L&I) – Report wage or hour violations (unpaid overtime, missed meal and rest breaks or having to monitor your Voicera during breaks, and denied sick leave)
<https://1199nw.org/3w40vQf>
- OSHA Complaint – Report serious safety hazards such as lack of PPE, exposure to dangerous materials, or unsafe staffing levels:
<https://1199nw.org/4qUpQq3>





EVS Workload and Safety Alert

EVS workers are being asked to do more work with fewer staff; this puts everyone's safety at risk.

Infection Control and Safety Risks

- Rushed cleaning = missed surfaces and cross-contamination
- Shortened disinfecting times can cause infection spread
- More lifting & rushing = chronic pain and musculoskeletal injuries from repetitive or heavy tasks
- Fatigue and stress increase the risk of accidents



Report unsafe ergonomic conditions (such as overwork, heavy lifting, or lack of staffing) to **Washington State's Division of Occupational Safety and Health (DOSH)**:

🔗 <https://1199nw.org/4jRjqUd>

NEXT



STEPS

Your bargaining team is standing strong for safe staffing, fair pay, and respect for every worker. Stay tuned, you'll be hearing from your bargaining team about upcoming unity breaks and solidarity actions!



Upcoming Bargaining Dates

📌 November 13, 2025

📌 December 10, 2025

📌 November 19, 2025

📌 December 17, 2025



Together, we're stronger. Together, we win.

