



The GRINCH Showed Up at Bargaining

We came into bargaining sessions 7 and 8 standing in our power and with real hope.

Hope that management would finally bring a counterproposal on wages. The wage proposal we submitted back in October.

Rather than wage movement, **management presented a pile of holds and outright rejections on contract language that already exists under the same employer.** Even worse, this is language that labor and management collaborated on and agreed to earlier this year. Apparently, what was acceptable yesterday is suddenly unacceptable.

When we directly asked if we would finally see any economic proposals, management's answer was no.

They told us they still have the majority of our proposals unanswered and want to get through "the other half" before addressing the rest. That approach would drag bargaining out even longer, all while our bargaining team is not paid to bargain, must use vacation time to be at the table, and is expected to entertain a process that goes nowhere.

That is not good faith bargaining.

Let's be clear. The employer's actions and proposals show a lack of empathy for workers. For the people who provide care, keep this hospital running, and show up every day for patients and each other.



"We submitted our economic proposal two months ago and still don't know when we are going to receive a returned counter proposal. I'm also frustrated that at the start of bargaining today they asked us to repeat ourselves about why having a Charge Nurse without patient assignment is important when we did that last session, and multiple times before that." **-Jill Regal**

Enough Is Enough

Because of this pattern of delay, disregard, and disrespect, your bargaining team made a unanimous decision to take action.

We drafted, signed, and delivered a Petition of No Confidence directed at the employer's lead negotiator.

This decision was not made lightly. It was made because progress is being intentionally stalled, and workers' time, labor, and dignity are being treated as expendable.

The Grinch only wins if we give up. **Solidarity and pressure are how we move management off the Naughty List and toward a fair contract.**



"There are nurses who want to work here but because we don't have a break nurse system in place and other hospitals do. I personally know several nurses in the area who would love to work here, but other hospitals have better pay, are well staffed, and have relief nurses. These things are necessary to recruit and retain nursing staff." **-Diana Baird, RN**



"I look forward to the feeling of momentum. I've learned a lot of variations to "no" or "we don't think you deserve better conditions" from management. That doesn't stifle the HUGE amount of effort our team is putting in to battle them for improvements we all deserve or are legally given right to! The only group in the hospital that isn't running on less than 'skeletal' is admin/management." **-Melissa Leaptrot, RN**

Sign the petition to call for St. Anne's to follow the law and comply with Break Release and WA Breaks Law.



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