

We ratified a historic **NEW** contract!

Through our unity in action and at the bargaining table we won a new contract with new standards we can be proud of.

We overwhelmingly voted to ratify our new agreement. We fought for and won safe staffing, increased wages for recruitment and retention, education benefits, and more.



"After negotiating in good faith for nine months to ensure that they don't fall behind other hospitals and remain an attractive place to work, the Union Nurses at SEH are still negotiating with CommonSpirit. On January 16, they voted overwhelmingly in favor of allowing the bargaining team to call for a strike. Our nurses work hard to keep Enumclaw health and safe. We know that none of them want to stop doing that work even for a moment. We will support the nurses in any way we can in this process."

-Laura Lyons, RN, Medical/Surgical Acute



"Our team is so FANTASTIC! Such a difficult time with this contract but knowing our team did everything they could to bring us this contract! So incredibly THANKFUL and GRATEFUL for your HARD WORK and let's not forget our team is VOLUNTARY and gave up so much of their own time and money. Such a commitment we all need to acknowledge. You are all AMAZING!"

-Giovanni Paladini, RN, Emergency Services



Highlights of our new contract

Wages:

8%	Year 1: effective following the second full pay period following ratification
4%	Year 2: effective the first full pay period following April 1, 2026
4%	Year 3: effective the first full pay period following April 1, 2027
Ratification Bonus	\$500 for nurses at 0.6-1.0 FTE, prorated for 0.3-0.5 FTE. Per diem nurses will count as 0.2 FTE. This bonus will be paid ten (10) days after ratification
Retention Bonus	Nurses employed by SEH on the date of ratification who remain continuously employed in a bargaining unit position through December 1, 2027 , shall receive a one-time lump sum payment based on FTE: <ul style="list-style-type: none"> 1.0-0.6 FTE: \$1,250 0.5 FTE: \$625 0.4 FTE: \$500 0.3 FTE: \$375 0.2 FTE / Per Diem: \$250 Payments will be calculated based on each nurse's FTE as of December 1, 2027 , and will be issued on the second payday following that date. All payments are subject to applicable taxes and withholding.

Highlights of our new contract

Wages: (continued)

NEW Education Expenses	Nurses receive annual education reimbursement with manager approved use for continuing education costs. Full-time nurses are eligible for up to \$250 per year (prorated for part-time) and qualifying per diem nurses receive \$50. Nurses can combine unused funds during the contract term with approval, and requests cannot be unreasonably denied.
NEW Clinical Certification	The hospital will cover the cost of ANA approved specialty certification exams including recertification at member rates, rewarding nurses for advancing their professional expertise.
7.1 SHIFT DIFFERENTIAL	Evening from \$2.75 to \$3.00
7.2 STANDBY PAY	Increase from \$4.25 to \$6.00 for all standby hours
NEW SHORT NOTICE CALL COVERAGE	NEW: Open call shifts due to unplanned absences after the schedule is final will be offered an additional \$15 per hour incentive.
7.5 HOSPITAL RESOURCE NURSE	Increase from \$5.00 to \$5.50 per hour premium
7.7 PRECEPTOR	increase from \$1.25 to \$2.00 in 2026
7.10 CHARGE PAY	Increase from \$3.25 to \$3.50
NEW SWAT NURSE	\$2.00 premium pay
MOU 1 PTO CONVERSION	Convert 20 hours of EIB to PTO, submit PAR no later than 1 month after ratification
3.13 STAFFING CONCERNS	Establishes that charge nurses will not normally have patient assignments, and in emergent situations leadership must seek additional staff support before assigning them direct patient care.
5.6 REST BETWEEN SHIFTS	8 hour shift nurses will receive 12 hours of rest between shifts. If a nurse is called into work without receiving 12 hours the nurse will be paid at time and one half (1 ½) until they receive a full 12 hours of rest.
14.1.4 LOW CENSUS PROTECTION	Increasing the low census fund from 600 to 800 hours per calendar year.
MOU 5 CRITICAL ACCESS SHORT NOTICE COVERAGE	Increased the critical access short notice coverage availability from 48 hours to 14 days, so that holes in the schedule can be filled quicker
NEW Critical Access Standby and Call Back Rest Between Shifts	Nurses on mandatory scheduled call shifts will receive rest between shift pay at time and one half (1 ½) for all hours worked when they do not receive the adequate rest period and no call relief coverage is available.
NEW UNION LEAVE	NEW: Members can now take up to 6 months of leave for member organizing experience.
NEW ST. ELIZABETH BUSINESS RELATIONSHIP FOR CONTRACT TERM	Protection for our contract if St. Elizabeth gets sold or merged to any comparable organization.

What's next:

The bargaining team will review the new contract to ensure it is everything we agreed to; this process is called the redline. Then after full review it will be signed, printed, and the bargaining team will make a plan for contract distribution.

