

WE RATIFIED OUR UNION CONTRACT!

NEW THREE-YEAR CONTRACT WITH RETRO PAY

We spoke up about our top priorities for a new contract and won improvements including historic raises and no takeaways. Collective actions in the hospital, the hard work of our negotiating team, and our strength brought our voices and concerns from the breakroom to the bargaining table. With living wages and a series of additional improvements, we voted overwhelmingly to adopt and ratify our new contract.



WAGES & COMPENSATION FOR OUR FAMILIES AND CONTINUED PATIENT CARE

We demanded Trios close the pay gaps for all employees, including market adjustments and across the board wage increases of 12.25%

- **Wage scale increases:** 7.25% (August 1, 2025), 2.5% (August 1, 2026), and 2.5% (August 1, 2027).
- **Retroactive pay starting August 1, 2025 – present.** Staff starting after August 1, 2025 will have the 7.25% pay increase retroactive to date of hire.
- **Market adjustments** for specific job classifications range from 1.75% to 9%.
- Employees at the maximum salary step receive a 2% lump sum payment annually.
- **Weekend premium pay:** \$3.50/hour for hours worked between 11:00 PM Friday and 11:00 PM Sunday.
- **Preceptor pay:** \$2.00/hour for overseeing formalized training of clinical personnel.
- **Lead pay:** \$2.50/hour for employees designated as Leads.
- **Bonus shifts:** Time and one-half pay for urgent shifts worked beyond regular status, with specific eligibility criteria.

JOB SECURITY LEAVE

We addressed ways to more clearly and securely maintain our forms of leave. We improved union job security and access to our leave banks.

- **PTO accrual is based on years of service**, ranging from 25 to 41 working days per year.
- **Washington Paid Sick Leave (WPSL) is accrued separately** and adheres to state law.
- **Reduction-in-force procedures** prioritize agency/temporary workers, probationary employees, and then regularly scheduled employees by seniority.
- **Laid-off employees can join the PRN list** for additional hours or shifts.
- Reallocation of staff due to unit changes will involve discussions with our union and affected employees, with positions assigned based on seniority and qualifications.
- Employees may request PTO or leave without pay to attend union functions.
- Hospital will notify our union 30 days prior to implementing material policy revisions.

AGREEMENT EFFECTIVE UNTIL JULY 31, 2028.

Our fight to improve Trios continues as we implement a new contract

We bring worksite issues directly to Trios through our Labor Management Committee – a group that regularly meets and includes union members and management. We will also use our grievance process if management fails to adhere to any part of the new contract. Remember to talk with your Shop Steward or Delegate about any ongoing worksite issues or contract violations.



“I am proud of all the wins we got in our contract. We won the highest increases we have seen. We can better recruit and retain workers and provide quality care for the community and patients. The addition of bonus shifts, preceptor pay and lead language reflects the hard work we do. We will keep our momentum going and be ready to continue working through our labor management committee to hold Trios accountable.” **-Stacy Hursh, Pharmacy Tech**



“I want to say a big Thank You to all who supported us during bargaining, who came to the vote and helped ratify this amazing contract. We stayed strong for everyone because we are Trios!” **-Anastasia Stock, OB Tech**

