

WE VOTED YES TO RATIFY OUR NEW CONTRACT AT ST. ANNE!



“Very excellent job, thank you for doing all the work bargaining team, it’s time for our raise for our deserved hard work for now and the future.” — **Nina Ni, Cook, Dietary**



“Huge thank you to our amazing bargaining team for working so hard for the last year to secure such a fabulous contract for us. The competitive pay to area hospitals will help us recruit and retain staff to care for our community.” — **Kara Shafer, RN, Cancer Center**



“Thank you to the bargaining team for their dedication and hard work in putting forward a fair contract that we could confidently vote “yes” on. As a cook in the Dietary Department, I know that our work matters and is vital to our patients. The value of what we do is reflected in this new contract, and I am proud of what we accomplished together through unity and strength.”

— **Rey David, Cook, Dietary**



YOUR BARGAINING TEAM:

NAME	JOB TITLE
Mona Denton	RN
Christine George	RN
Melissa Leaptrot	RN
Donna Watts	RN
Rachelle Goda	RN
Jill Regal	RN
Diana Baird	RN
Adil Mohamed	Sterile Processing Tech
Blanca Marin	EVS Tech
Amparo Raymundo	Cook

We built our momentum to win through collective action including an informational picket, sticker-ups, petitions, and open bargaining that kept the pressure on and the process transparent.

Despite the long road, we have reached over 40 agreements in each contract, covering a wide range of improvements and clarifications.

Key progress includes new contract language establishing a workplace free from unlawful harassment, as well as strengthened discrimination protections that explicitly prohibit discrimination based on protected characteristics.

We also secured meaningful improvements in transparency around staffing and productivity, including language allowing a subject matter expert to attend the Labor Management Committee to explain productivity measures, helping bring clarity to what has too often been a mystery.

For Service workers, we also advanced new severance pay protections in the event of a layoff, providing greater security in uncertain times.



DO YOU WANT TO SHOW APPRECIATION FOR YOUR BARGAINING TEAM FOR THEIR TIME AND DEDICATION? DONATE PTO HOURS TODAY! CONTACT A BARGAINING TEAM MEMBER OR ORGANIZER TO GET A FORM TO DONATE.

“I donated vacation hours because I saw how many days our team bargained and also what they accomplished. Our bargaining team led us through actions and we won our contract.”

— Jan Cannon, RN, OR

OUR WINS INCLUDE:

WAGES

RN

- 4% ATB + 4% Market Adjustment - Effective 2 pay periods following ratification
- 4% ATB – Effective 1st full pay period following July 1, 2026
- 4% ATB – Effective 1st full pay period following July 1, 2027



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**VIEW FULL WAGE
SCALES HERE**

SERVICE

- 4% ATB + 4% Market Adjustment - Effective 2 pay periods following ratification
 - ◇ +5% Market Adjustment for the following job classifications
 - * Cook
 - * Lab Assistant
 - * Lab Technical Assistant
 - * Sterile Processing Technician
- 4% ATB – Effective 1st full pay period following July 1, 2026
- 4% ATB – Effective 1st full pay period following July 1, 2027



“Ten months and sixteen sessions later we finally did it! We reached a TA for the nurse and service contracts! I believe we were able to achieve a reasonably fair contract with more livable wages that will allow us to be more competitive as a metro hospital. The wages we were able to get will allow us to better recruit and retain the staff that we need here at St. Anne. We were also able to improve on contract language, making it stronger than it was. Such as removing the “A” in discipline and discharge, allowing you to have more than one union representative. With the hard work of your negotiations team, we have paved the way for fighting and getting an even stronger contract in 2028 which will be here before you know it. But, until then, I just want to say thank you for your support, the solid picket we had, and the solidarity of our St. Anne family of nurses and service workers. Please vote yes to ratify the new contracts that we all worked hard to get.”
 – **Christine George, RN**

OTHER COMPENSATION

RN & Service

- ★ **Retention Bonus** – Bargaining unit employees employed by SANH on the date of ratification that remain continuously employed in a bargaining unit position until December 1, 2027, shall be paid a one-time lump sum payment:

<i>FTE</i>	<i>Bonus amount</i>
1.0FTE - 0.6FTE	\$1,250
0.5 FTE	\$625
0.4 FTE	\$500
0.3 FTE	\$375
0.2 FTE – Per Diem	\$250

The payments shall be made on the second payday that occurs following December 1, 2027.

SERVICE

- ★ **Shift Differential** – Evening \$1.35 increased to \$1.50 and Effective; Night \$1.85 increased to \$1.95
- ★ **Standby Pay** - \$3.25 increased to \$3.50

RN

- ★ **Charge Nurse Pay** – \$3.25 to \$3.50
- ★ **Standby Pay** - \$4.50 to \$6.00
- ★ **BSN/MSN Premium** – adding MSN \$1.00 premium to current BSN language.
- ★ **Preceptor Pay** - \$1.25 increased to \$1.75 and Effective year 2, any nurse assigned as preceptor shall receive a premium of \$2.00 per hour

WORKPLACE RIGHTS, EQUITY, AND PROTECTIONS

RN & Service NEW Language

- ★ **NEW Discrimination** – Prohibits discrimination based on protected characteristics.
- ★ **NEW Harassment** – Providing a workplace free from unlawful harassment.
- ★ **NEW Restroom Equity** – Access to all-gender restrooms so everyone feels safe and included.
- ★ **NEW Lactation Breaks** – Language that provides access to breastfeeding employees.
- ★ **NEW Language Protection** – Language that protects employees right under the NLRA to speak their preferred language.
- ★ **NEW Annual Leave for Alternative Holidays** – Acknowledging different and diverse holidays and traditions celebrated by SANH staff and allowing for alternative holiday requests.
- ★ **Meal/Rest Periods** – Added language that prohibits the Employer from pressuring, requiring, or coercing any employee into signing a waiver of meal and rest breaks.
- ★ **Transfer into St. Anne Bargaining Unit from another VMFH facility** – Allows an employee who transfers from another VMFH facility to transfer any accrued annual leave and sick leave or paid time off.

EMPLOYMENT PRACTICES

RN & Service

- ★ **NEW Productivity** – Allows a subject matter expert to attend the Labor Management Committee to explain productivity measures.
- ★ **NEW Inclement Weather and Disaster Response** – Allows for on site or near hospital sleeping accommodations as well as meals and beverages when inclement weather occurs or when employees are concerned about their ability to safely travel to and from the facility.
- ★ **NEW Paycheck Errors** – Correction of paycheck errors on the next paycheck and no later than 30 days from the date of notification of the error. Nothing prevents employees from filing a complaint with WA State Department of Labor & Industries.
- ★ **Personnel Files** – Employees may review or request copies of their personnel files annually and respond in writing to evaluations or disciplines.
- ★ **Work Schedules** – Changing the period of time for work schedules to be posted from 10 days to 14 calendar days.
- ★ **Severance Pay (NEW for Service CBA; Updated for RN CBA)** – Allows for parties to negotiate alternative terms of severance pay in the event of a layoff.

And much more...



“The part that stood out to me out of all the months of negotiations was how the Service lines and the Nurses stayed together and fought together. Parity and equity were our “touchstones”. We believe in fair and just treatment for all of our coworkers. It was a great thing to see AND to be a part of.”

— Donna Watts, RN