



RNs and Support Services Overwhelmingly Voted **YES** to Ratify Our New Contract!

In a record-breaking two and a half sessions of bargaining, we showed management we are one team and were not willing to back down from what we need to provide quality care! Through signing our unity petition and standing together as a team at the table, we sent a clear message to Evergreen Monroe that we are united. We are proud of the contract we fought so hard for — a contract that respects our value and service to EHM and our patients.

Your 2026 Bargaining Team

Dustyn Jossy, RN	Felicia Hill, CAN/HUC
Nancy Anderson, RN	Sherry Minahan, Lab Assistant
Jeremy Ramirez, Plant Operations	Robin Stone, Visitor Navigator
George Good, RN	Shady Bies-Johnson, HUC



“This contract proves that when nurses and support staff stand shoulder-to-shoulder, our collective power is unstoppable. We fought for the respect and fair wages we all earned, and together, we won!”
Nancy Anderson, RN

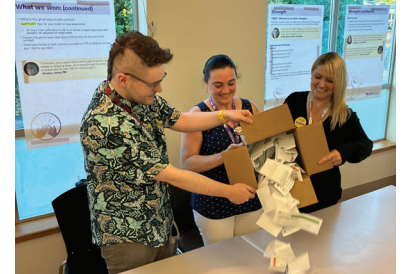
What we won!

Wage Increases (2nd Pay Period After August 5, 2026)

	RN	Support
Second full pay period after ratification	Year 1: 6%	Year 1: 6%
First full Pay period after June 1, 2027	Year 2: 4.5%	Year 2: 4.5%
First full Pay period after June 1, 2028	Year 3: 4%	Year 3: 4.5%



“This was empowering from start to finish. When we stand together and speak with one voice, we win. I’m so proud of my coworkers and what we accomplished together.”
Sherry Minahan, Lab Assistant



Market Adjustments

We also won market adjustments that measure up to what other area hospitals make in our same job classes.

- Year 1 market adjustments:**
Anesthesia Tech: 15%
Maintenance II: 5%
Patient Sitter: 5%
MA: 10%
RN / RSC: 8%
EVS: 2.5%
Floor Care: 2.5%
OR environmentalist: 2.5%
- Year 2 market adjustments:**
EVS: 2.5%
Floor Care: 2.5%
OR environmentalist: 2.5%



“Market adjustments are an additional wage increase for specific job classifications whose pay has fallen behind the job market. The goal is to help the employer recruit and retain employees by bringing those positions closer to what similar jobs are paying at other hospitals.” **Shady Bies-Johnson, HUC**

Premiums and Differentials (2nd Pay Period After August 5, 2026)

Increases to Premiums:

Support:

- Evening shift premium to \$2.00
- Night shift premium to \$3.00
- Weekend Premium: \$2.50

RN:

- Evening shift premium to \$2.75
- Night shift premium to \$5.00
- Charge Nurse Pay: \$2.75
- Degree: Additional \$1.00 for MA, MN, and MSN

A huge win for Evergreen Monroe RNs because your education should count, and now it does!



“Our strength has always come from standing together. While we may have two contracts, we share one mission, one team and one commitment to each other.” **Felicia Hill, CNA/HUC**

More Wins

- Filling in ALL ghost steps in both contracts
- Support: Year for year credit for past experience
- 30 days from ratification to ask for a review of past experience and possibly be adjusted on wage scale
- Raises that get all base rates above \$24 an hour by the end of the contract
- Ratification bonus in both contracts prorated on FTE of \$500 for full time and \$125 for per diem.



“Eliminating ghost steps means every year of service counts! Instead of skipping steps, you’ll move through the salary schedule year by year, with no missing years.” **Dustyn Jossy, RN**

Protections for Requesting PTO	PTO request must be approved in a timely manner
Protections for Per Diem RNs	If an RN works 24 hrs or more a week for 16 weeks, they can request an FTE
Float RNs and MA	Filly added to the contract



“A win for our per diem RNs! If you’re working regular hours and want to make Evergreen Monroe your permanent home, you now have a pathway to work with management to request an FTE position.” **–Dustyn Jossy, RN**

Our Union is Growing! Our Union is Growing!

The newly organized Visitor Navigators will be placed on the EVS pay scale and will now enjoy all the rights and benefits of our amazing new contract.



“This win for the Visitor Navigators is not just a win for us, but for anyone in the hospital looking to protect the dignity of their labor. Solidarity forever!” **–Robin Stone, Visitor Navigator**

NOT YET A MEMBER?

Not yet a member? Our unity is our strength and the more we stand together the more we can accomplish. Join us and become a member today.



1199nw.org/4u7g0Bx

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Help elect healthcare champions by contributing to the Healthcare Leadership Fund.



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