

We voted **YES** to ratify our new contract!

In one of our largest vote actions ever, a supermajority of members turned out to support the bargaining team and vote **YES** on the agreement we all fought for. Our new contract recognizes the safety, equity, and economic needs of all our members.



"I am proud of the agreement that we reached. We worked hard as a bargaining team and were able to bring back a strong contract. Now we can look forward to ensuring it is funded and continuing to hold management accountable to our new agreements to improve standards in our workplaces." **-Sharon Bethard, RN3, BMHT WSH**

"It was HUGE that so many of our coworkers took action. That sent a powerful message to management that we are going to keep up this momentum and remain strong." **-Becky Bailey, RN3, WSH**



This is what our actions won us



"We all did an amazing job sticking up for each other and making sure that we stuck up for EVERYONE even if they weren't in the room. This contract is for everyone in our union and makes sure no one is left behind." **-Onnika Merkle, RN3 ESH**

- ✓ Wage scale adjustment of 2.5% for EVERY JOB CLASS in our union on July 1, 2025
- ✓ Plus a 3% across-the-board wage increase in 2025 for minimum of a 5.5% wage increase for EVERYONE on July 1, 2025
- ✓ Kept the 5% 24/7 facility premium pay for all base hours!
- ✓ An additional 2% increase July 1, 2026

A total of AT LEAST 7.5% for **EVERYONE** in the life of the contract!

Plus:

- ✓ Added three steps to the N1 payscale at 14, 17, and 23 years
- ✓ Improvements on overpayment recovery process
- ✓ Commitment to notice of NEO minimum of 7 days prior to NEO
- ✓ Expanded bereavement to 5 days and expanded definition of family/household member/expectation of care qualifiers
- ✓ Added language to appeal assumption of resignation for extenuating circumstances
- ✓ Increased wildfire leave to 24 hours
- ✓ Increased annual LNI overpayment recovery to \$750
- ✓ Added \$1 supplemental shift premium for eve and night shift
- ✓ Increased preceptor premium from \$1.50 to \$3
- ✓ Increased charge nurse premium from \$1 to \$1.50
- ✓ Increased exchange time accrual for nurse consultants from 80 hours to 100 hours
- ✓ All exchange time accruals will be tracked in leave tracker

Big moves for our Nurse Practitioners

- ✓ Another one range increase on July 1, 2026 for ARNPs and Lead ARNPs
- ✓ \$2500 for psychiatric nurse practitioner board certification expanded to DDA ARNPs
- ✓ Increased standby/on call pay from \$25 to \$100



"I am so proud to be a part of a team that stood together and held firm boundaries on the importance of the work that we as nurse practitioners do and pushed management to agree to changes that value our work!" **-Jennifer Drake, ARNP Lead, Steilacoom Competency Restoration Program.**

We won on respect and racial justice in the workplace

- ✓ Added religious accommodations to non-discrimination language
- ✓ Nurses may resubmit out of country experience for step placement adjustment
- ✓ Added gender neutral bathrooms and lactation stations in all workplaces
- ✓ Statewide Agency Level UMCC to address issues of equity in the workplace
- ✓ 3 rest breaks for members working 12 hour shifts
- ✓ Ability to appeal reassignments and ongoing workgroup to shorten time frames
- ✓ Stronger access to members at NEO to let them know their rights



"This contract we focused on justice and respect for everyone in the workplace! I am proud that we were able to win agreements for respect, equity and dignity for our coworkers." **-Caroline Mutua, RN, Maple Lane**

Next steps

- Become a member of our union if you are not! We are stronger together.
- Join the Healthcare Leadership Fund to ensure we elect the right leaders who will stand with healthcare workers.
- Come to Lobby Day to continue to advocate for ourselves in Olympia and make sure our contracts get funded.



1199nw.org



"We know that there is a lot of work that needs to be done in Olympia to ensure that our contract is funded and fix our laws so that we are treated with the same rights as other healthcare workers. That is why everyone should give to HLF and join us at Lobby Day!" **-Paul Singh, RN 3, WSH**

Save the date: Delegate + Leadership Assembly

Join us for our Delegate + Leadership Assembly on Saturday, December 7.

Ask your union delegate or organizer for details if you are interested in attending!