

WE VOTED YES TO RATIFY OUR WAGE REOPENER!

We are proud to announce the ratification of our recent wage reopener settlement. Everyone came together to improve upon the 1% guaranteed in our contract, and as a result of our unified action we won:

- An additional 2% for everyone
- An additional 4% for pay grades 3 and 6
- An additional 5% for LPNs

Everyone will also receive their regularly scheduled 2% step increase or 2% lump sum bonus for those already at the top of the wage scale. Retro payments back to December 1, 2024 will be paid out on January 17 paychecks.



Later this year, we head into full contract negotiations where we can improve upon other areas of our contract standards.

If you'd like to nominate someone to represent your clinic or department, please reach out to Mia Ragozino @ 425-728-9227.

I'm proud of us for sticking together and showing management what we deserve. We know that 1% doesn't reflect the work and time that our coworkers show everyday and we were a pain in the butt until we got a fair wage increase for *everyone*, not just the job classes that management wanted to prioritize.

**Michelle Melendez, Spanaway
Medical Receptionist**

