

To: PeaceHealth United General Medical Center

Date: September 9, 2026

As the nurses at United General, we come to this bargaining process with a shared commitment to our patients, our profession, and the health of our community.

Every day, we provide care in moments that matter most, supporting patients and families through both routine and critical needs. We do this work with skill, compassion, and pride in our hospital. At times, we are also working under significant strain that reflects the realities of today's healthcare environment, requiring sustained focus, resilience, and professionalism across every shift. We take great pride in our work and in the role United General plays in our community. That pride is what brings us to this table in good faith and with a clear purpose: to reach a contract that supports both high-quality patient care and a sustainable nursing workforce.

We, the RNs of United General, stand united in support of our WSNA bargaining team as we work toward an agreement that reflects the realities of modern nursing and the needs of the patients we serve. We approach this process with the following priorities:

- 1. Safe Staffing** – Continued and strengthened staffing protections are essential to ensuring safe, high-quality patient care and supporting a sustainable nursing workforce. Safe staffing standards should include reliable, dedicated break relief provided by break relief RNs, rather than relying on informal or inconsistent "break buddy" practices that place additional responsibilities on nurses who are already providing patient care. We believe a sustainable staffing model must allow nurses to take their breaks without compromising patient safety or placing an undue burden on their colleagues.
- 2. Sustainable and Stable Pay Practices** – Fair and competitive compensation is essential to recruit and retain experienced nurses and maintain continuity and stability in patient care in a time of record-high cost of living.
- 3. A Supportive and Respectful Workplace** – A work environment grounded in professionalism, respect, and fairness, where nurses are supported with the resources needed to provide safe and effective care.
- 4. Respect for Home and Family Life** – Scheduling practices that recognize nurses' lives outside of work and promote fairness and consistency in scheduling assignments.
- 5. Transparency and True Collaboration** – Open and meaningful communication in staffing discussions, workplace violence prevention efforts, and other collaborative forums, with the shared goal of improving patient care and workplace safety.

We enter this process in good faith and with the expectation that both parties will work constructively and respectfully toward a timely and fair agreement. We look forward to engaging in meaningful dialogue and working collaboratively toward an agreement that supports nurses, strengthens patient care, and benefits the patients, families, and community who rely on United General.

In Unity,

The WSNA Bargaining Team

Rachel M Campbell RN



John P. Miller, RN

