

We won:

- Historic wage increases:
 - o Year 1: **Average Increase of 6.92% and** a revised Step system that bumps-up nurse wages throughout nurses' entire career at WhidbeyHealth
 - o Year 2: **4.5%**
 - o Year 3: **6.5%**
 - o Resulting in average increases of **17.9%** across the life of this three year contract
- A **new** Sick Leave bank that will help nurses **preserve and protect their PTO** for vacation and personal use.
- Improved Charge Nurse pay from \$3 to **\$4 per hour**
- Improved House Supervisor pay from \$5 to **\$6 per hour**
- Improved differentials for evening and night shifts by \$0.25/hour
- Guaranteed minimum pay for inservice meetings, including both in-person and virtual meetings;
- 457(b) Retirement Plan rule changes that will allow nurses to borrow against their retirement savings, to be implemented by July 2026;
- Recognition of Past Practices for the purpose of enforcing our rights at work, even when there isn't contract language regarding a potential issue.

Strengthened:

- Union orientation language to ensure all new nurses have the chance to be educated about their rights and benefits when they start work at WhidbeyHealth;
- Job Notification language, ensuring that nurses can sign-up for text updates when positions/shifts become available;
- Hospital Staffing Committee language to comply with new changes to State law;

Defended against take-away proposals:

- Successfully defeated the Employer's proposal to push back pay increases into the Fall;
- Stopped effort to add restrictions to Float premiums;

Framed the future debate on health insurance:

- The Employer has agreed to restart their Benefits Committee. WSNA will appoint two members to this committee who will be compensated for their committee work;
- Made it clear to the Employer that improving dependent health care benefits is a critical next step for improving working conditions at WhidbeyHealth