

MARCH 11, 2026



# WE REACHED A TENTATIVE AGREEMENT

# VOTE FOR RATIFICATION TO RECEIVE BONUSES & RAISES

After months of negotiating our new Union contract, our Bargaining Team is excited to announce that we've reached a Tentative Agreement!

As we entered this round of negotiations, we knew we had a number of challenges ahead – including wages that lag behind the rapidly changing healthcare market, putting our workers at an increasing disadvantage. With these priorities in mind, our team worked hard and fought to secure a strong, competitive contract for OPEIU 8 members.

- MINIMUM of 11% INCREASE:** Nearly all employees will receive a minimum of 11% pay increase between now and the expiration of this contract in 2028, with 7% coming in the first year!
- FREE PARKING GUARANTEE:** Employees will continue to receive free parking at the hospital.
- WAGE SCALE OVERHAUL:** Major reformatting of the wage scale (including removal of several “ghost-steps”) and securing an anniversary step increase, regardless of hours.
- DIFFERENTIAL INCREASES:** We secured increases for Night shift differential to \$3.75/hour, Weekend shift to \$2.75/hour, and Lead shift to \$2.00/hour.
- ABILITY TO REMOVE DISCIPLINE:** You will be able to request that disciplinary actions are removed from your personnel file.

## FROM YOUR BARGAINING TEAM:

We worked hard to get some great improvements on our contract. We won some of the best wages with a large first year increase, and we're proudly recommending a YES vote!

“Our bargaining team was able to get more money in the pockets of the people that keep this hospital running on a daily basis: our members. No takeaways is a huge victory, and from part-time to full-time, everyone came out a winner. We fought for every single member at that table.”

**Shelly Dana,**  
PBX Operator, Bargaining Team member



## CONTRACT VOTE INFO

ONLY MEMBERS IN GOOD STANDING ARE ELIGIBLE TO VOTE

- WHAT:** Make your voice heard and vote YES on your contract!
- WHY:** You won't get your raise or any of the other wins until the contract is ratified
- WHEN:** March 13, 14, and 16 (*times below*)
- WHERE:** In person at the Colby and Pacific Campuses (*room details below*)

DAY 1	<b>FRIDAY, 3 / 13</b>	6:30 – 8:30 AM
	Colby Campus: Cascade Pacific Campus: Monte Cristo	10:30 AM – 1:30 PM 4 – 8 PM
DAY 2	<b>SATURDAY, 3 / 14</b>	10 AM – 3 PM
	Colby Campus: Cascade Pacific Campus: Monte Cristo	
DAY 3	<b>MONDAY, 3 / 16</b>	6:30 – 8:30 AM
	Colby Campus: Pilchuck Pacific Campus: Monte Cristo	10:30 AM – 1:30 PM 4 – 8 PM



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