

BLUE NATION

UPDATE

August 29, 2025

Observers Show Up, Talks Continue

This week, your Blue Book bargaining team continued negotiations with management. Across multiple days at the table, we reviewed proposals from both sides, pressed for fair solutions, and welcomed a strong show of solidarity from observers. **More than 170 observers joined us at bargaining —demonstrating that we are active, engaged and united.**

Observers have been essential. Each question asked, each show of support, strengthens our position at the table.

Key Issues Discussed

- 9 Hour Schedule Option
- Replacement Factor
- Vacation Requests (Under 5 Days)
- Temporary Healthcare Professionals



Management positioned to fall back on outdated contract language and stall on meaningful changes. Our team knows the issues our members face every day demand real solutions in today's environment.

Local Bargaining will continue September 3-5 in Anaheim. Plan to attend as an observer and show management that we are active and united.

We are in the final stretch of this fight. Together, we will secure a contract that respects our work and protects our patients.

TOGETHER WE FIGHT. TOGETHER WE WIN.