

BLUE NATION

YOUR TEAM

UPDATE

July 25, 2025

Progress at the Table. Power in Our Hands.

The Blue Nation Bargaining Team returned to the table this week. We're not just negotiating—we're elevating standards, expanding protections, and making our collective voice impossible to ignore.

Tentative Agreements Secured:

1. Lactation Accommodation – creates an avenue to evaluate accommodations and make recommendations
2. Added ACP and Per Diem Sick Leave to the contract
3. APP Education Hours – Language Refinement
4. Return of Professional Development Opportunities
5. Job Bidding/Transfers – Ensures timely release to new positions
6. Agreement to have a seniority discrepancy and job bidding committee

Here's what we proposed at the table this week:

- Propose Defining Levels for APPs
- Clarification on Bargaining Unit Work and Anti-Outsourcing Protections
- 8-Hour Shift Duration and Pay Clarification
- Floating Order and Language Clean-Up
- Licensure Probation – Accommodation Proposal
- Temporary Health Care Provider Status Clarification
- Strengthened Language on Association Representation Rights

T o g e t h e r W e W i n !