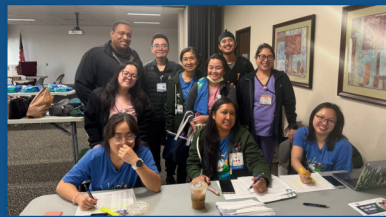


**GGRNA****GARDEN GROVE REGISTERED NURSES ASSOCIATION**

# CONTRACT RATIFICATION

September 23, 2025

## We Voted Yes!



Members overwhelmingly voted yes, with 98% support, to ratify a 3-year contract that includes meaningful wage increases, new staffing provisions to safeguard quality patient care, and protections for benefits. These contract terms will help recruit and retain nurses. Additional highlights include:

- Wage increases, from a total of 10.32% to 27.58%, for the 3 years of the contract
- New pay step, based on years of experience
- 5 front-loaded sick days
- \$2 float differential
- New float matrix that directly enhances patient care delivery
- Service bonus increases
- New cross-training opportunities
- Gender-neutral language
- Protected 5-day bereavement leave
- No takeaways

Thank you for supporting the bargaining team.  
When we stand together, we win!

## Thank you for Joining the PEOPLE Program



Thank you to the members who joined the PEOPLE program, a voluntary program that advances UNAC/UHCP's advocacy at the local, state, and federal levels. This includes education programs, lobbying efforts, and supporting candidates running for office who believe in protecting health care workers. If you are interested in joining, contact a GGRNA officer or your UNAC/UHCP staff representative.

