



NEWS RELEASE

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Nurses of The Queen's Medical Center Reach Tentative Agreement

Hawai'i Nurses Association Now Urging Wilcox Medical Center to also Provide Safe Staffing Ratios for Nurses

Honolulu, Hawai'i — The nurses of The Queen's Medical Center reached a tentative agreement with the hospital's management early this morning, averting a three-day strike that was scheduled to begin today at 7 am.

The three-year agreement, which must now be ratified by the nearly 2,000 nurses represented by the Hawai'i Nurses' Association (HNA), focuses on enforceable nurse-to-patient staffing ratios to improve patient care and includes a nearly 17% wage increase over the three-year period. The electronic ratification vote for the nurses from both the Punchbowl (Manamana) and West O'ahu campuses will be held on Wednesday, Jan. 15.

Pending final approval, the agreement is expected to lead to:

- Improved staffing ratios tailored to the specific needs of units;
- Enhanced recruitment and retention initiatives to ensure sustainable staffing levels; and
- A renewed focus on employee well-being and RN workload support.

"After nine months of bargaining and four days of intense mediation with the employer, we finally have a tentative agreement that prioritizes patient safety and staff well-being," said Rosalee Agas-Yuu, HNA president. "This tentative agreement shows the solidarity within the nursing community at Queen's and our shared dedication to putting patients first."

"The tentative agreement is a historic gain for Hawai'i nurses," said Paul Silva, a registered nurse in Queen's cardiac comprehensive care unit, who participated in the negotiations. "This breakthrough reflects the collective efforts by the nurses of Queen's, the only Trauma 1 hospital on the island."



"Nurses fought to put patients first and won the best contract I've seen in my 15-year career at Queen's," added Lisa Haberman, an emergency department nurse, who was also part of the negotiating team.

While things are looking brighter for the nurses and patients on O'ahu, there is still uncertainty on Kaua'i. The nurses at Wilcox Medical Center, a Hawai'i Pacific Health hospital and sister facility of Kapi'olani Medical Center for Women and Children, are scheduled to go on strike tomorrow morning; however, HNA has been in negotiations with the hospital's leaders over the past four days and nights with a federal mediator.

"We have offered to continue bargaining throughout today and tonight to reach an agreement that makes sure Kaua'i residents receive the same standard of care and access to high-quality nursing as the people of O'ahu," Agas-Yuu said.

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About the Hawai'i Nurses' Association

The Hawai'i Nurses' Association represents 4,000 healthcare workers in Hawai'i's major healthcare providers throughout the state. It is affiliated with the Office and Professional Employees International Union (OPEIU), and in 2010, became HNA, OPEIU Local 50, AFL-CIO. From its founding in 1917 to the present, the Hawai'i Nurses' Association has served as the organization for nursing in Hawai'i and continually strives to preserve the identity, integrity, and continuity of the profession.