SEIU Healthcare 1199NW United for Quality Care

May 10, 2018

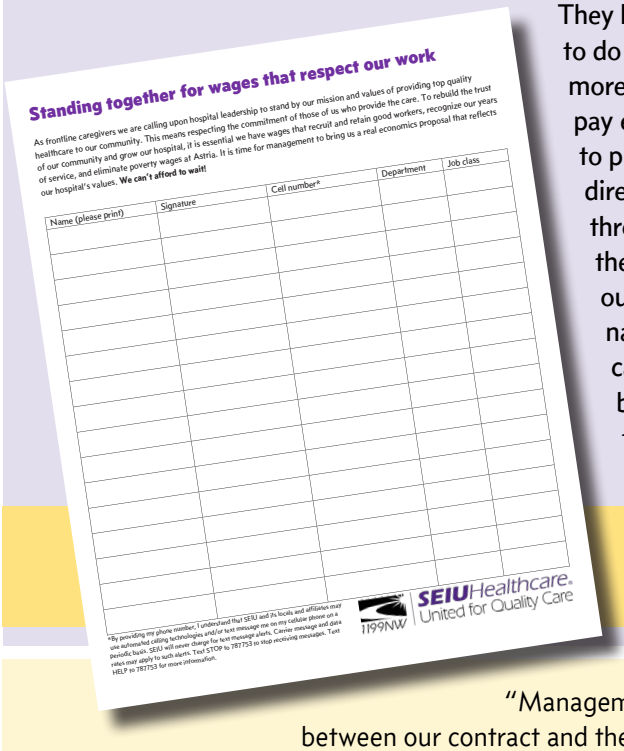
Astria Regional Medical Center

Bargaining update

Standing Up for Competitive Wages Now!

We care for patients, feed patients, register patients, provide diagnostic services, life-saving respiratory care, and a clean safe environment. Without us there is no hospital. And that's why we no longer can afford to wait for Astria to fix what has become a crisis that is both moral and affects our morale. Our uncompetitive wages mean we hear that many of our co-workers are applying for job openings at Memorial. How can our new owner grow our patient volumes but leave those who provide the care behind?

We have come to the bargaining table with an initial economic proposal that would make us competitive with other hospitals. That means having wage scales (a process by which workers are placed on a scale that recognizes our years of service), market adjustments for classifications that have fallen behind, and an end to poverty wage jobs. Now management is telling us they want us to change our proposal when they haven't even responded to our economic package. Their lack of respect for the bargaining process is unacceptable and we are standing up to say **We can't afford to wait!**



Standing together for wages that respect our work

As frontline caregivers we are calling upon hospital leadership to stand by our mission and values of providing top quality healthcare to our community. This means respecting the commitment of those of us who provide the care. To rebuild the trust of our community and grow our hospital, it is essential we have wages that recruit and retain good workers, recognize our years of service, and eliminate poverty wages at Astria. It is time for management to bring us a real economics proposal that reflects our hospital's values. **We can't afford to wait!**

Name (please print)	Signature	Cell number*	Department	Job class

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They know that the right thing to do is to make our wages more competitive and address pay equity. It's time for us to push Astria in the right direction. By being united throughout our hospital on these issues we will make our voices heard. Sign your name to our petition that calls on management to bring an economic proposal to the table and bargain in good faith.

Next negotiation:
May 30, 2018

"**While I love my work at the hospital and work with great people, it's been difficult to see so many of my co-workers struggle to make ends meet or feel appreciated for the years of service they've given the hospital.** I know many workers throughout the hospital are considering employment elsewhere. I've had to take a second job in order to support my family. I think our community would be surprised to know that a full time job at the hospital doesn't necessarily provide for a family."
David Loew, Central Supply

"We've done our homework and we know what competing hospitals are paying their healthcare workers. We deserve to get a wage that is fair and not this paycheck to paycheck business so many of us face. It's time for management to bring something to the table. **We are the heart and soul of this hospital and we deserve to get paid for our worth.** Sign our petition to show that we are all in this together and will stand up for better pay and respect."
Tina Morrison, Diagnostic Imaging

"Management has made arguments during negotiations for equity between our contract and the nurses' contract where it would benefit them. Equity is a two way street and that means a wage scale for our contract. We are speaking out about the current practice of hiring new workers making more than long time employees and this demonstrates a need for market adjustments. If you agree that **we need improved and competitive wages that will recruit and retain skilled workers**, then stand with us and sign our petition calling on management to bring a real economics proposal to the table."
John Procopio, Emergency Department

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