

# United we win for affordable healthcare and better jobs

We stood united together to win a contract that ensures affordable health benefits, access to our EIB, and respect for our patients and ourselves. Every one of us who signed a petition, wore our unity stickers, and talked to co-workers about our priorities for our patients made this happen. Now, we have voted to ratify our new agreement, with 100% of us voting YES on our contract that will improve our wages and invest in the quality care we provide.

Our new contract includes:

## Wages that support our families

Across-the-board wage increase of 1.5% for everyone each year including Radiology Techs, whom management wanted to exclude.

A \$550 lump sum bonus for everyone this year.

Filling in Step 15 and Step 17 this year.

Market Adjustments to Nuc Med, Ultra Sound and MRI to bring the wages up to standard and to help recruit in these job classes.

NEW wage scales for CT/Mammo that are in line with community standard.

## Premiums that respect our time and experience

Maintained our language to increase our on-call premium if the nurses increase their call premium. And added the same language for the weekend shift differential and low census stand-by.

We maintained our ability to stack call backs.

Improvements to temporary assignment to a lead position language that now sets a deadline of how long we can be in a temporary lead position before becoming the permanent lead.

## Respect for our benefits

We WON the ability to freeze our EIB for two years. We won't accrue anymore EIB after August 2 but we will still have access to EIB for the next two years.

We maintained our current retirement plan.

## Healthcare

We WON and maintained our medical premiums for employee only coverage.

## Job Security

NEW language to discuss a process for restructures redesign of our departments.

Expanded the lay-off procedure to include part time employees.

## Having a Strong Union through strong membership

NEW membership language: Any new employee that is hired after August 2 has 30 days to decide to join our union or not. If no decision is made within the 30 days then they automatically become a member.



"Management wanted to eliminate our EIB right away and not allow us to use what we had in our banks which was a huge take away. Through our hard work and dedication we were able to win something better than what management was proposing."

**Melinda McBee, Pharmacy Tech**



"Throughout bargaining management wanted to exclude Radiology from the across-the-board increase. But because of our unity we were able to win across the board increases for everyone in the bargaining unit."

**Neena Cockrum, Mammo Tech**



"We sent a strong message with so many of us ratifying our contract and joining the union. Our strength going forward into this affiliation depends on our continued unity and involvement. While the future is unknown, being a strong majority union means we will be able to protect the standards we have fought for all these years."

**Shanna Airoidi, Ultrasound Tech**

We will have events when our contracts are printed and ready to go. Contact a bargaining team member or delegate if you have any questions.