



We stood up for improved wages, benefit protections, and a voice in staffing and won a great new agreement

We unanimously voted YES to ratify our new contract

Together, we moved forward for our patients and our families. Our unity, actions, and support from our community helped us win a great new contract. We stickered up, made phone calls, and joined with our co-workers at Providence St. Peter to show our strength.

Because of these actions and those in past bargaining, we won or made real progress on what we identified together as **our key goals**: no takeaways in our contract, significant wage increases for everyone, protecting our benefits and increased voice for members in staffing and recourse for addressing staffing issues.

What we won:

- **Wage increases** over next seven months average 8.45%, ranging from lowest 6.75% to highest 14.35%.
- **Further increases** of 3.75% through February 2020, plus step increases where applicable.
- **No significant changes to benefits** in 2018, changes in 2019 or 2020 must be negotiated.
- **New tools to hold management accountable** on adjusting daily caseload for issues that impact workload and resolving disputes about caseloads that are excessive and not conducive to patient care or retention of clinicians.



Bargaining team

- Barb Grais-Adams, Bereavement Counselor
- Veronica Villanueva, Volunteer Services Coordinator
- Sandy Peterson, RN Home Health
- Dawn Meriman LPN Clinical Coordinator Hospice
- Kathy Thorne-Mersereau, Scheduling Office Assistant
- Toni Taber, Home Health RN



“Because of our work together we won a great new contract. The wage increases over the next seven months are good, we won protections for our benefits through 2020, recognition for certification, and a commitment to staffing adjustments. We are looking at building an even stronger union with regular union meetings and labor management meetings starting soon.”

Kathy Thorne-Mersereau, Scheduling Office Assistant bargaining team member

Full Summary of what we won

Issue	Agreement
Across-the-board wage increases	<p>Date of ratification:</p> <ul style="list-style-type: none"> • New scale effective August 6, 2017 pay period, which was created by: <ul style="list-style-type: none"> – Eliminating bottom two steps and move all BU members up two steps – Adding a top step at 2.5% – Creating a minimum pay rate of \$15.00 – Adding another of 2.5% after doing a,b,c above. <p>Individual increases based on the new scale are : minimum 4.5% to maximum 12.1%, average 6.2%. These raises will go into effect pay period starting August 6, 2017.</p> <p>Then, further cross-the-board raises: 2/28/2018: 2.25% 2/28/2019: 2.25% 2/28/2020: 1.5%</p> <p>Expiration: 8/31/2020</p>
Signing bonus	\$500 pro-rated, \$250 minimum (including per diems), effective August 6, 2017 pay period.
Certification Pay	\$0.75/hour effective 2/28/18
Weekend pay	20% weekend premium for all employees, not just clinical
Health Benefits	<p>2018: No benefit or health incentive reductions or increases in in-network deductibles, in-network out of pocket maximums, or employee premium percentage share.</p> <p>2019: no changes or reductions in same items as 2018, plus no more than 10% change in employee premiums, without bargaining with union.</p> <p>2020 same as 2019, except management allowed 10% average premium change across plans.</p>
Daily staffing adjustments	<p>Employer will make good faith effort to adjust daily patient assignments on patient care and /or departmental needs and in consideration of time spent:</p> <ul style="list-style-type: none"> • On day of team meetings • New Admit • Recert • Resumption of care • Miles traveled • Evidence based high acuity patients
Temporary assignments to new geographic area	Employees assigned to a temporary new geographic location will be given: a) an appropriate assignment with consideration of travel time and type of patients b) as geographically contiguous as possible an assignment, c) will be informed of anticipated duration of assignment.
Effective Labor Management process for addressing staffing issues	Within 90 days of ratification, Training for Labor-Management Committee from Federal Mediation and Conciliation on increasing effectiveness of committee on addressing staffing issues. When staffing concerns are discussed in Labor-Management, the impacted Program Director will be present at Labor-Management meeting.
Job openings	Managers will make every effort to email any new position opening that is different from current postings (different job class or location).

Next steps for our Union at Sound

- Continue to have conversations with all out members about how we can have a strong union at Sound
- Start up new Labor Management committees that give us more of a voice in day to day issues, especially staffing and workload levels.