

Respect means paying us for our experience and service

As frontline staff we see the impact high turnover is having on our hospital every day. How many more great workers can we afford to lose because our wages are too low and we need to seek jobs elsewhere? It's time for our years of service to be respected. We met with management on June 19 where we delivered our economic proposals and other outstanding issues. While we are making some progress we still have a ways to go. Now is the time to continue staying united—talk to a bargaining team member about next steps. Our proposals will move our hospital forward and advance standards for quality care and quality jobs:

	Our proposals will advance standards	Management’s proposals hold us back
Cost of living raises	Across the board increases for all employees to keep up with rising cost of living.	Only those employees in identified job classes will receive yearly market adjustments.
Pay for our experience	A faster way to advance up the wage scale for proper placement based on years of services—advancing two steps on your anniversary or until you reach the proper step that equates to your years of service, whichever comes first.	Advancing only one step per year of the contract—not to exceed four steps.
Longevity raises	Advancing up the wage scale on your date of hire.	Everyone advancing if they did not receive a market adjustment in October of each year of the contract. If we are disciplined our increases may be held as part of the progressive discipline.
Credit for past experience	If all of our experience is at Regional, management should automatically place us on the faster track to get credit for past experience. Only those of us who have outside past experience may apply for an audit.	ALL employees who want credit for past experience must apply for an audit –even if Regional was our only job. We would not be able to appeal a denial through the grievance procedure.
Premiums	Increase weekend, night, and evening shift differentials.	No increases.
Certification pay	Certification pay increased to \$0.50 per certification up to two.	Management agrees.
Preceptor Pay	Preceptor pay increased to \$1.00 per hour precepting.	Management agrees.
Per diem	Keeping the per diem rate the same.	Decrease the amount of per diem pay from 12% to 10%.
Drug-testing policy	Reasonable suspicion drug testing policy.	Keep current random drug testing language which isn’t cost effective or necessary when the employer can test in event of reasonable suspicion.

Management has proposed some wage scales for most job classes. We have not accepted their proposal because it's incomplete, doesn't provide a true equity adjustment, nor adequate market adjustments. Our bargaining team is working on a counter proposal to present to management at our next bargaining session on July 17 that will outline the value the wage proposal should meet to fully recruit and retain. Fill out the pay equity survey and contact a member of our bargaining team if you have any questions.



"I've been working in healthcare for 20 years, 16 years at this hospital, and I make only \$13.90 an hour as a nurse extender. In just a year and a half I

won't be too far ahead of minimum wage. My skill level and experience deserves way more credit and recognition. I've spent most my working life at this facility and it's very frustrating to be making the same or less than people just starting their careers. Astria keeps saying they want to give us wage scales and market adjustments but from what I've seen so far what they are proposing doesn't really make much difference. They have no solution to raising everyone fairly with the rising minimum-wage. We are going to continue to have the problem of experienced caregivers barely above minimum wage. And no caregiver, regardless of experience, should be at minimum wage! We must stay united and demand better for those us who deliver the care."

Christene Guier CNA



"I sat down and looked at management's proposed wage scale for my job classification. Based on where I would be placed on the scale I

would receive an \$0.11 cent raise. Their wage proposal does not meet the needs of workers at this hospital or make us competitive with other hospitals. And they've only proposed wage scales for half of our job classifications. Where is the rest of their economic proposal? Talk to our bargaining team member and make sure you fill out a pay equity survey. Our next bargaining is July 17 and they need to have a full economic proposal or its going to be time for us to take public action."

Diane Olney, US

Our Bargaining Team

- Kim Coleman, Ultrasound
 David Ellis, Plant Operations
 Debbie Helgert, Surgery
 Tina Morrison, Radiology
 Diane Olney, Unit Secretary
 John Procopio, ED
 Jaimie Smith, Dietary
 Karen Wilcox, Coding