



Apple turnovers are good. Staff turnover is bad.

So many of our healthcare co-workers have left we feel we are in a staffing crisis; that has an impact on us and patient care. Management refuses to fix it. We have heard from many of our co-workers that they can't afford to stay at Monroe. We presented solutions to the staffing crisis through improving our ability to recruit and retain staff but instead management focused on new and additional take-aways from our current contract.

Our message is clear: we need real wage improvements and affordable healthcare and education to help us advance. We are making it even simpler: Staff Turnover is bad for patient care. We're taking action together and sharing apple turnovers to talk about how we can fix staff turnover.



"We have so many holes in our schedule sometimes it's hard to see how we keep the ER open. We know that staff are leaving because they can't afford to stay, but management insists on wages that will leave us further behind Kirkland, that's why I need you to join me by telling management we need real and tangible wage improvements now."
Sile Zacharias, ER, RN

Issue	Our positions move us forward	Management holds us back
Wages that catch us up to Evergreen Kirkland	Yes! RN/LPN: 16.5% over three years. Service: \$15 Min, at least 10.5% over 3 years, and match the Kirkland scale now.	No. 1.75% year one, 1.5% each year after that-leaves us further behind Evergreen.
Affordable family healthcare	Yes! Match the lower premiums workers in Kirkland pay.	No. Nothing. No Change.
Increase continuing education dollars for both RN/LPN and Service	Yes! RN/LPN: \$100 increase over the first year, and rollover dollars. Service: New money to match the nurses.	Partial Yes. RN/LPN: Yes, \$50 increase Service: No.
Training Fund to support us going back to school.	Yes! Up to \$5250 per calendar year for us to go back to school for better degrees and certifications to help stop the staffing crisis.	No. Would only pursue money from the state through HEET grants.
Lower out of pocket healthcare costs	Yes! Reduce RX costs.	TAKE-AWAY! Management wants to make us pay the ER co-pay and has made at least 14 people pay it already. ULP filed.
Keeping a strong union	Yes! Our proposal lets members join our union, and	TAKE-AWAY! Management wants to weaken our union, despite the direction from the WA Attorney General.