

# Stronger Together

United we can win respect for our work, quality care for our community, and a higher standard of living for ourselves and our families

As frontline staff we know how to improve quality care at Island Hospital; our proposals are based on our strong commitment to our patients and our families

We have proposed solutions to our key issues identified through conversation with everyone at Island, tabulating the results of our bargaining surveys, and a market analysis looking at standards in other area hospitals.

From our bargaining survey 69% of us said our wages at Island Hospital don't keep up w/ the cost of living and 45% of us said we'd considered leaving for another hospital.

What we found we found when we reviewed the wages and benefits in the north puget sound is that we're behind other area hospitals. It's time to catch up so that we can make Island the best hospital in Skagit County

We need to stand together behind our priorities. Talk to your bargaining team member about our next steps.



## Our Bargaining Team - Come talk to us for updates!

**Jason Belanich**  
Emergency Department, Evenings

**Brad Derting**  
Laboratory, Mornings

**Kim Deans**  
Acute Care, Nights

**Mac Kelly**  
Sterile Processing, Days and Evenings

**Leannnda Braaten**  
Acute Care, Nights

**Emmely Sendek**  
ICU, Days

**Kiersten White**  
Environmental Services, Days

**Joey Ziegler**  
OR, Days



"Patient volume in acute care ebbs and flows. It makes sense to utilize low census but sometimes we are assigned low census in ways that don't take into account patient care or the financial worries that come with many days of missed shifts. It's a huge hardship to be sent home many days and not be able to count on

our budget. We need a cap on the mandatory low census hours we can take in a six-month period and we need standards that respect the excellent care we always strive to provide to our patients."

**Kim Deans, Acute Care**



"A union is an organization of co-workers that works to ensure we have a voice at the table. Together we can achieve what we need to care for our patients, ourselves, and our families. Our proposals address the issues we know can and should be improved at Island Hospital and that is why they are so important

for our community. We're strongest when we're united and all doing a part to win respect, safety, and the wages and benefits we need to get by."

**Mac Kelly, Sterile Processing**



"We're here to care for patients and we bring experience and compassion to our jobs every day. But we also need to be protected against violence and injuries at work and we need appropriate staffing to ensure worker and patient safety. When you see a co-worker's hand and wrist bent fully backwards it stays

with you. We've had many preventable injuries and near misses in acute care with little done to fix the problems. Our proposals include safe staffing protections with accountability and a float pool to help fill holes when someone calls out or we have a sudden influx of patients. This will help make Island a safer place for staff and a better caring environment for patients."

**Leannnda Braaten, Acute Care**



"I work in the Emergency Department as a CNA/HUC and shortly after I began we started talking about the need to reclass our work to ED Techs to better reflect both the work we do and standards in Emergency Departments across the country. In order to be re-classed, we only

need training in phlebotomy, splinting, and wound bandaging. Nurses ask us to do these duties and are shocked that we are not certified to do them. We would be able to provide better and more efficient patient care as ED Techs. Yet management has not reclassified our position. The same thing is happening to Sterile Processing Techs and the Film Librarian. This is a small part of the reality that all of our wages are below the market for the jobs we do, making it hard to keep experienced staff and hard to recruit the best caregivers. We, as the front-line workers, need competitive wages and benefits to continue providing the high quality that our community loves about Island Hospital."

**Jason Belanich, Emergency Department**

# Respect for our work, our families, and our union

- A guarantee that everyone has a regular schedule pattern so that we can plan for childcare, school, and our other commitments
- A ban on variable shifts so that we are not required to work combinations of day, night, and evening shifts
- A ban on scheduling more than six days on a row so that we can all rest, take care of our families in addition to taking care of our patients.
- Regularly-updated rosters with new and additional information so that we can keep our union strong.
- An opportunity for all new employees to be introduced to our union by a delegate.
- Protections so that our personal information cannot be shared with outside organizations without an opportunity for us to protect our privacy
- A strengthened and expanded Labor-Management Committee structure to ensure we have a strong voice in all decisions that affect our patients and our work life
- New language to ensure the employer will meet and discuss proposed unit mergers and restructures with employees.
- Access to our EIB bank after two shifts rather than 16 hours and immediate access to our EIB bank when on FMLA
- Protections and a transparent process for mandatory low census as well as a ban on low census for the emergency department.
- Definitions and language that defines what a respectful workplace looks and feels like as well as a definition of workplace bullying.
- A joint commitment to a diverse and valued workforce through data collection and data sharing that allows us to see and discuss discrimination and favoritism.

# Quality patient care and a safe workplace

We are the front line of patient care in our community.

Each member of our union at Island does an essential job.

Without us our hospital would not be clean and safe from infection, there would be no nutritious hot meals, patients would not get the direct care they need, surgical instruments would not be cleaned, hospital supplies would not be delivered, outpatient procedures would not be scheduled, the hospital would not be able to bill insurance companies for services, and many elements of patient care and service could not happen.

We have the knowledge and experience to know what improve patient care.

Through our surveys members overwhelmingly identified that short staffing and coverage problems are impacting the quality of care. Additionally, many in direct patient care identified staff safety as a key concern.

## We’re proposing:

- An improved staffing and quality care committee
- A new premium pay float pool for CNAs to ensure adequate coverage and safe staffing.

# Recruit and retain quality staff for quality care

We’re proposing:

**Improved standards:**

- Overtime pay for inadequate rest between shifts
- Increased certification premiums
- Clear and transparent credit for past experience
- Increased standby pay
- An end to the practice of the employer unilaterally picking and choosing which job classifications get wage increases and which don’t
- Preceptor pay for training employees

**Across the Board Wage Increases:**

March 1, 2019 - 5%

March 1, 2020 – 5%

A minimum base wage of \$15/hour

**Market Adjustments:**

37 out of 49 job classifications are behind the market. Island Hospital employees don’t deserve less!

| Job Classification                              | Market Adjustment:<br>applied to all steps | Job Classification                 | Market Adjustment:<br>applied to all steps |
|---|--|------------------------------------|--|
| Admissions Counselor                            | 6.00%                                      | Hospital Tech Specialist           | 5.00%                                      |
| Admitting Specialist I                          | 1.50%                                      | Housekeeper                        | 3.00%                                      |
| Admitting Specialist II                         | 10.00%                                     | Laboratory Assistant               | 2.50%                                      |
| Admitting Specialist III                        | 8.00%                                      | Medical Records Clerk              | 2.00%                                      |
| Cashier & Senior Cashier                        | 10.00%                                     | Painter                            | 20.00%                                     |
| CNA, HUC, D.I. Rad Tech, ED Tech, OR Aide       | 7.00%                                      | Patient Account Rep                | 4.00%                                      |
| Coding Specialist & Certified Coding Specialist | 20.00%                                     | Pharmacy Technician I              | 7.00%                                      |
| Cook  | 13.00%                                     | Pharmacy Technician II             | 7.00%                                      |
| Counter   | 20.00%                                     | Phlebotomist                       | 5.00%                                      |
| CS Tech (Rename Sterile Processing)             | 5.00%                                      | Physical/Occupational Therapy Aide | 7.00%                                      |
| Dietary Aide I                                  | 10.00%                                     | Receptionist (Imaging Support)     | 5.00%                                      |
| Dietary Aide II                                 | 10.00%                                     | Receptionist/Phlebotomist          | 5.00%                                      |
| Dietary Aide III                                | 10.00%                                     | Scheduler/Coordinator              | 7.50%                                      |
| Emergency Department Tech                       | 10.00%                                     | Storekeeper                        | 8.00%                                      |
| Engineer I, II                                  | 10.00%                                     | Surgical Tech                      | 10.00%                                     |
| Engineering Tech                                | 2.00%                                      | Switchboard Operator               | 5.00%                                      |
| EVS Floor Technician                            | 5.00%                                      |                                    |  |