



SEIUHealthcare®
United for Quality Care

**Astria Regional
Medical Center**

April 18, 2019

Victory! Through action and unity we win!

When we take action together, we win. Over the last 16 months we have filled out bargaining surveys, voted on our priorities, wore stickers, signed petitions, marched on HR, and held an informational picket. Our unity and action made a difference in order to win a contract that moves us forward. And now an overwhelming majority voted YES to ratify our new contract.

What is in our contract?



Fair Wages

Market Adjustments for those job classes that are far behind market:

- 3% increase to the following job classes: PT Aide, Radiology Tech I, II and III, and Surg Tech Certified
- 4% increase to the following job classes: Cook, Courier, EKG Tech, EVS I *New Classification, Nurse Extender and Nursing Assistant
- 5% increase to the following job classes: EVS II *New Job Classification
- 6% increase to the following job classes: EVS III * New Job Classification

Market adjustments are effective upon ratification.

Everyone who is not receiving a market adjustment will receive a 2% increase upon ratification.

The first full pay period after January 1, 2020 a market adjustment will be applied to the following job classifications:

- 2% increase for the following job classes: Certified Nursing Assistant, Courier, EEG tech, EKG Tech, EVS II, Medical Laboratory Technician, Medical Office Assistant, Patient Nutrition Associate, Pharmacy Tech, Radiology Technician I, II, III, Respiratory Therapist, Surg Instrumentation Tech Certified, Surg Tech Coordinator, Monitor Tech and Unit Secretary.
- 3% increases for the following job classes: Cook, EVS III, and Nurse Extender

All other job classes will receive a 1.5% increase

The first full pay period after January 1, 2021. Everyone will receive 1.75% increase.

Increases to premium pay

NEW Certification Pay: \$0.50 per certification for up to 2 certifications.

A Wage Scale that respects our experience

- Upon ratification, all employees will be placed on the transition scale
- Most of us will begin advancing up the wage scale on August 1, 2019
- On January 1, 2020 everyone will be placed on the final wage scale.
- Increased start and top rates for most job classes
- A 22 step wage scale for all employees. We move up each step on our anniversary date.
- Credit for past experience and placement on wage scale based on experience
- Between May 15th and June 15th, 2019 employees can request a review of their experience outside of Astria Regional.

Respect for our organization

- Access to New Employee Orientation so we can talk to our new co-workers about our contract
- Clearer definition of what triggers a restructure.
- Eliminate random drug testing
- NEW Flu Vaccination policy
- Strengthened our union leave

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"Actions are a great way to show unity throughout the different departments in the hospital. I really appreciated all the support we received through the various actions we've held the past few

months. They really energized the bargaining team! From the multiple marches on the boss, sticker up, unity breaks and the information picket we were able to sway management in our direction."

Kim Coleman Ultrasound Tech



"The biggest victory was a new wage scale that is guaranteed to recognize an employee's years of loyalty and service and a process to make adjustments for long term employees who are not currently making what

they should. This was a truly unique negotiation because of the financial climate midway through the process, the constant support of our co-workers was instrumental in the gains we made at the table and this is every bit as much your victory as ours."

John Procopio Nurse Extender



"I am proud that we won wage scales because when we first started bargaining management told us wage scales were not going to happen. We also saw a lot of things they wanted to take away like our stand by and

call back language, but we were able to preserve that through our unity and action and win a contract that will make us competitive in our community."

Karen Wilcox Coder



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