

Standing Together for Wages and Working Conditions

Island Hospital is important to our community, it is critical that management takes our priorities seriously. Our wages are lagging behind other area hospitals, that means it's hard to recruit and retain the caregivers Island needs to continue to be the quality institution on which it has built its reputation.

Our proposals are reasonable and overdue. We have good ideas to improve standards for patient care, improve standards for us as workers, and bring our wages in line with other hospitals in the area.

Instead of working with us and demonstrating a commitment to the community, management is making proposals to weaken our union and undermine our strength. Now is the time for us to move forward for quality jobs and the ability give our patients the quality care they deserve.

Management's proposals take us backwards.

Talk to a bargaining team member about next steps and the actions we all must take to hold management accountable to us and our community.



"One thing I know from my 12 years in the Army is that a good communications structure is essential to stay strong. When we got management's proposal I could see that it was their attempt to undermine our communications and prevent us from having the power to win the wages we need."

Brad Derting, Lab

Membership Meetings

Come discuss our proposals and the next steps we're taking to make Island Hospital the institution our community needs.

Monday, April 22nd

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| 11:30am - 1:00pm | Overflow Room |
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| 1:30pm - 3:00pm | Overflow Room |
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Tuesday, April 23rd

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| 6:30am - 8:30am | Overflow Room |
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| 11:30am - 1:30pm | Overflow Room |
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Email Your State Senator NOW and Tell Them:
BREAKS ARE A LIFESAVER!



We are closer than ever before to passing historic state legislation that would ensure meal and rest breaks for nurses and healthcare workers, and stop the abuse of mandatory overtime. The bill, SHB 1155, passed the state House of Representatives in a bipartisan vote and is right now before the state Senate.

We need to let our Senators know that **breaks are a lifesaver!** When healthcare workers can take our rest and meal breaks, we can focus on providing safe, quality care to our patients.

TAKE ACTION NOW!

Go to BreaksAreALifesaver.org to quickly and easily email your state Senator!

#BreaksAreALifesaver



Our Bargaining Team

Jason Belanich
Emergency Department,
Evenings

Kim Deans
Acute Care, Nights

Leannnda Braaten
Acute Care, Nights

Brad Derting
Laboratory, Mornings

Mac Kelly
Sterile Processing, Days and
Evenings

Joey Ziegler
OR, Days

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: applied to all steps | Job Classification | Market Adjustment: 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% |
| Courier | 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% | | |

