



BARGAINING UPDATE

Fair Wages to Improve Recruitment and Retention



Our top priority is to be able to care for our patients. In order to provide the best care, we need to be able to recruit and retain healthcare workers. Over the last few contracts we have made progress in lifting up job classifications that were behind the market in order to be competitive. However, we still have a lot of work to do. Over the last few bargaining sessions with management we have made proposals that would lift all job classes up with a fair across the board increase, a process to deal with the increasing minimum wage and market adjustments for those jobs that are significantly behind market. Unfortunately, Management’s proposal will only continue to leave us behind by freezing wages, changing the RN wage scale and not giving everyone an across the board increase. We need real increases for EVERYONE that respects our hard work and our commitment to our community.

Come to a meeting to discuss our action plan!

May 2

Admin Conference room
6am – 8:30am
11am – 3pm
5pm – 8pm



“We have had three bargaining sessions but still have a ways to go to reach a tentative agreement. With a 61% turnover rate and an 80+ thousand dollar expense for travelers, it is essential that we have competitive wages not only to recruit and retain nurses but attract and retain experienced nurses to promote the best patient care. It is vital of us and our community to have a stable, experienced nursing core before we can even consider future expansion.”

David Gilliam, RN

See the back for our Contract Proposal Comparison.

Our Proposals

Issue	Union	Management
Fair wages	July, 2019 2% ATB July, 2020 2% ATB	July, 2019 market adjustment July, 2020 market adjustment 12 job classes will see Market adjustment between 1% – 3% Everyone else will receive 0.5% lump sum bonus.
Minimum wage	Jan. 1, 2020 move those who are below \$13.50 to the step closest to but not less than \$13.50 on the wage scale.	On Jan. 1, 2020 for those of us making less than \$13.50, we will be paid at \$13.50 but will not receive an across the board increase until our step catches up to our pay.
Compression	Additional market adjustments for MA II, ED Techs, CNA, LPNs and Certified Central Supply Tech to address the compression caused by increasing the minimum wage.	Additional market adjustments for MA IIs and CNAs
RNs	July, 2019 - 10% ATB January 2020: 6% ATB July, 2020: 6% ATB Keep current 26 step scale at 2.2% between steps Our proposal brings our wages in line with the surrounding hospitals so we can recruit experienced RNs.	July, 2019: New 15 year wage scale with 3% between each step. January 1, 2020: 2% across the board July 1, 2020: 2% across the board RNs will transition to the 15 year scale based on the following: 1– 9 years of experience will be given 2:1 years credit and 10 + years of experience will be given 1:1 credit.

For many of us that would be 5 years without a raise!

RNs will receive between 0.5% and 10% increases depending on how you transition to the scale. Unfortunately, management's scale is still far behind the market.



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