

# Implementing Our NEW Contract: Wage Scale Placement Update

In our first contract, we won a NEW wage scale that recognizes our years of experience. Over the last few months we have been working with management to determine the proper credit for experience and how everyone will be placed on the wage scale. The next steps are below:

- 1) HR mailed out letters on May 24. That means people should have received them over Memorial Day weekend. Talk to a delegate if you did not receive one as soon as possible.
- 2) If you do not agree with your placement, you have the opportunity to submit another dispute. All disputes to the wage placement are due on June 14.
- 3) The dispute process will be concluded on June 28.
- 4) All bargaining unit employees will receive a 0.25% increase on June 9. For those who are eligible for an experience increase (1.5%) you will receive that on June 9 as well.
- 5) If after the dispute period ends it is determined you are eligible for the experience increase, you will receive that retroactive to June 9.
- 6) By September 1, we will meet with management to discuss credit for experience implementation if it exceeds 1% of payroll



"To ensure that we are placed correctly on the wage scale based on experience, we need to continue to dispute our placement until it's right. The process might seem long but we have to be patient and stand strong to

implement what we've worked so hard to win."  
**Pamela Peterson, CNA**

## Our NEW Joint Labor Management Committee is Trained and Ready to Meet

When we are not in negotiations, our labor management committee will be our place to raise issues, implement our new contract and work with management to implement new initiatives throughout the hospital. Since this is our first time working with management in this way, our committee held a joint training with the Federal Mediation and Conciliatory Services on how best to communicate and resolve issues. Talk to a member of the committee about issues you would like to raise.



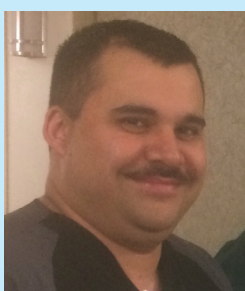
are happy and satisfied. I look forward to our labor management meeting on June 24."  
**Terry Mount, HUC**

"I was impressed with the training that we had with management. We all got to know a little about our backgrounds and how best to work together. If we all can stay the course then we should be able to accomplish the work ahead to ensure that both all of us

**Committee members:**  
Terry Mount, HUC  
Billy Hayley, Radiology Tech  
Danielle Fisher, MSR  
Ethel Pham, ED Tech  
Mike Hampton, Surgical Tech  
Colleen Finley, CNA

**Our next meeting will be June 24**

## We Support our RN Co-workers at their Informational Picket on May 9



"I support the nurses' fight because I support all of my coworkers and my family. My wife is a nurse and I encourage all healthcare workers when fighting for better and safer working conditions. We must stand together and advocate for our patients, our community and ourselves. We are stronger together."  
**Billy Haley, IR/Cath Lab**





# Welcome our New Executive Board Members at Kadlec



Suzanne Morrell, CT



Ethel Pham, ED Tech



Michelle Stout, Ultrasound Tech

## We WON Historic Patient Safety Legislation



Our recent break and overtime legislative victory shows that when nurses and healthcare workers have a united voice at work and in our government, we win for our patients, families and communities.

Moving forward, we need to make sure that ALL job titles in ALL facilities are able to take our breaks, whether that's through workplace action, collective bargaining or legislative solutions. Together, we will achieve many more victories in the future so we have the staffing, compensation, benefits, recognition, rights and respect we deserve.



The key is active participation in our union,  
so get involved today!  
@SEIUHealthcare1199NW  
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