

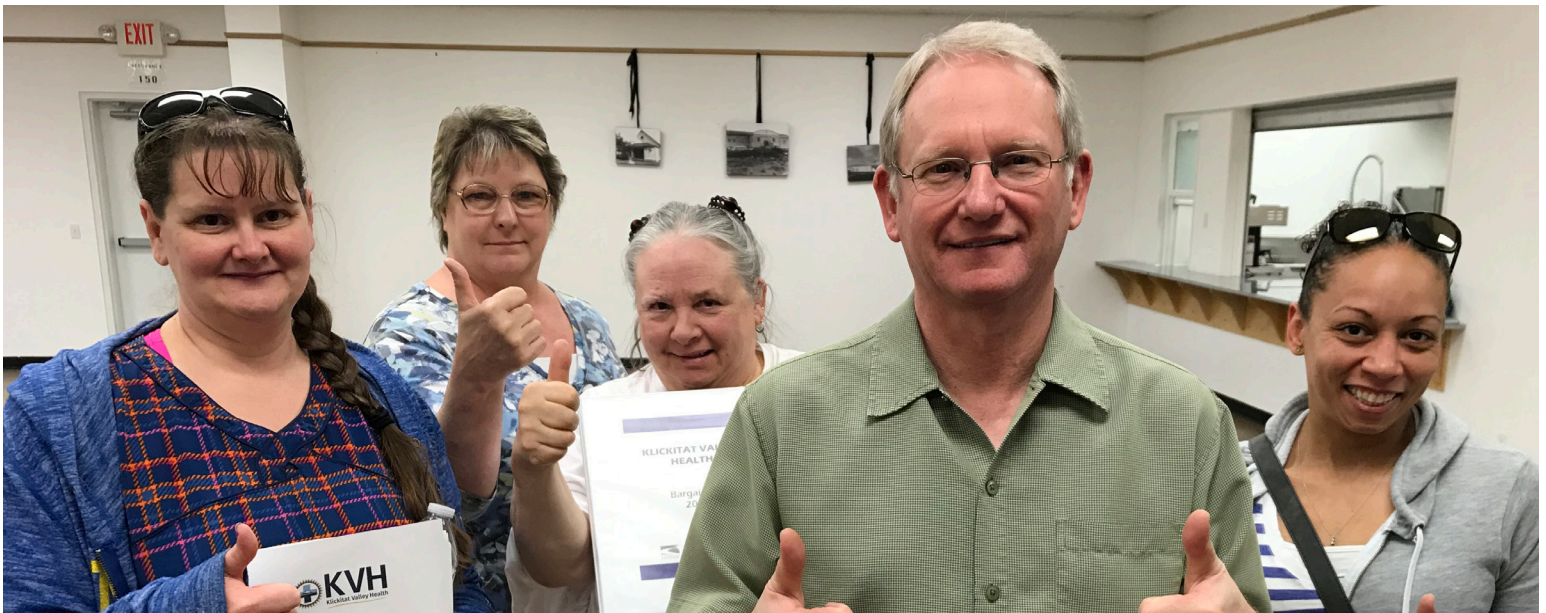
Victory! Through action and unity we win!

When we take action together, we win. Over the last few months we have been bargaining with management over wages for the next two years of our contract. Our goal was to ensure that we are able to recruit and retain quality caregivers to work in our community. We were able to secure wage increases that will move us forward. And now an overwhelming majority voted YES to ratify our wage increases.



"We were able to win big improvements to our wages that will ensure we can recruit caregivers and RNs to come work in our hospital. As our Hospital plans to grow, we need enough people to care for our patients. We know that many people will take a job in White Salmon or Oregon because the wages are significantly more. This wage re-opener helps us bridge that gap. By standing together, we won!" **Monica Gourley, Coder**

What's in our new wage agreement?



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| Across the Boards: | Everyone NOT receiving a market adjustment will receive 1% ATB on July 1, 2019 1.5% ATB on July 1, 2020 |
| Market Adjustments for those jobs that are below the market | <ul style="list-style-type: none"> CST- 3% on 7/1/2019; 1% on 1/1/2020; 3% on 7/1/2020 Facilities Tech I- 3% on 7/1/2019; 1% on 1/1/2020; 3% on 7/1/2020 LPN-Hospital- 3% on 7/1/2019; 1% on 1/1/2020; 3% on 7/1/2020 Receipt Clerk- 3% on 7/1/2019; 1% on 1/1/2020; 3% on 7/1/2020 CNA- 4% on 7/1/2019; 5% on 1/1/2020; 2% on 7/1/2020 MA II- 3% on 7/1/2019; 3% on 7/1/2020 |
| NEW Minimum Wage | Effective January 1, 2020- all employees who are below \$13.50 will have their step change to \$13.50. Employees will continue to move up the wage scale and receive a 3% lump sum payment until their step is above \$13.50. |
| NEW Wage Scale for RNs | Adopt Skyline Hospital Wage Grade effective 7/1/2019 – 19 steps Adjust employees to step closest to their current base rate on new wage grade effective 7/1/2019. Apply additional step increase on 1/1/2020, 7/1/2020, 1/1/2021 to those who are not placed laterally on the scale to recognize years of experience. Newly hired employees would not be placed at a higher step than existing employees with the same years of experience, and would progress on the scale to the appropriate step at the same time. |