



SEIUHealthcare®
United for Quality Care

Island Hospital

July 29, 2019

BARGAINING UPDATE

Our Values Guide Us: **Respect** On the Job; **Fair and Equal** Compensation For Our Work; **Quality** Patient Care

We're making good progress on important issues. Our unity matters and it's important that we show management we're going to stand together for a contract that respects our work.

Our unity has led to important wins on:

- Improved scheduling;
- An expanded Joint Labor Management Committee;
- Clarifying the low census and convenience time process;
- Accessing state grant money as a tool to address caregiver shortages and an employee educational opportunities;
- New and improved new employee orientation.



and retain." **Jason Belanich**

"Progress is being made! We are moving forward on important issues that matter to us and our patients--such as fair scheduling patterns, state educational grant opportunities and clarifying our low census process. We still have a lot to discuss—most importantly wage increases that can recruit

It is time for Island Administration to address our key concerns: compensation that can recruit and retain quality and experienced caregivers and staffing for excellent patient care

We've proposed:

- Ensuring we get the rest we need - overtime pay when we have less than 12 hours rest between shifts
- Increased certification premiums from \$0.50 to \$1.00 for all eligible certifications
- Clear and transparent credit on the wage scale for past experience
- Increased standby pay to \$4.00/hour for everyone placed on standby
- An end to the practice of the employer unilaterally picking and choosing which job classifications get wage increases and which don't
- CNA and Patient Access Float Pool to ensure we have enough staff to provide quality care
- An end to Low Census in the Emergency Department—We can't predict what emergencies come in the door and we need to staff safely
- Preceptor pay for training employees



"How do you eat an elephant? One bite at a time. How do you bargain a contract? One tentative agreement at a time! We're working hard to get a fair and respectful contract that values our care, commitment and expertise as caregivers at Island Hospital." **Kim Deans**



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 lagging behind other area hospitals. Island Hospital employees don't deserve less!



"We're making important progress with management and have a number of tentative agreements. But we need to keep up the pressure! We deserve wage increases that can recruit quality caregivers and retain our experience Island Hospital co-workers."

Leannda Braaten

Connecting with our community



We marched in the July 4 Parade and talked to the community at Shipwreck Days. Join us August 7-10 at the Skagit Fair.

Talk to a Bargaining Team or Contract Action Team member for more details!

Upcoming bargaining dates:

✓ August 20

✓ September 9



Our Bargaining Team

Jason Belanich, Emergency
Kim Deans, Acute Care
Leannda Braaten, Acute Care
Brad Derting, Laboratory
Joey Ziegler, OR

Our Contract Action Team

Carrie Shelton, SPD
Kiersten White, EVS
Myrna Salcedo, Acute Care
Sarah O'Connell, ICU
Mari Philip, Patient Access
Teresa Symonds, Dietary



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