



Victory! Taking action gets results!

Our top priorities:

- Improving our healthcare costs
- Wages and paid time off that recruits and retains staff
- Bringing our hospital into line with new statewide standards on overtime and breaks
- Improving access to continuing education

We won by taking action!

- We delivered a petition signed by 67% of our nurses
- We stickered up during the bargaining sessions in October and November



WHAT WE WON

Family wages that meet community standards



“These wage increases are higher than we’ve bargained in a long time. They’ll bring us up to community standards and allow us to recruit and retain staff. This helps our families and our patients.”
Karen Fletcher, ACU

We’re getting across-the-board wage increases every year for the life of our contract.

- 2020: 2%
- 2021: 2.25%
- 2022: 2.25%

We’re getting two new top steps – 27 and 28 – that respect the service of our longtime nurses. Each step represents a 1.5% increase on top of our across the boards.

New nurses will now be credited for 100% of relevant experience when placed on the wage scale, not the 75% required by our previous contract.

Our new wage scale adds additional wage increases between steps, especially for steps 19-26.



WHAT WE WON

Improving our healthcare costs



"Healthcare costs are always a concern. With this contract, we maintained our costs for employee-only insurance and added the benefit of reducing costs for members with children and spouses. Taking action gets results."
Doris Hiebert, ER



"We were concerned about creating a gap between full and part-time employees when it came to employee-only insurance. By taking action, we were able to maintain the same cost for both and improve dependent coverage."
Steve Barnhart, ACU

Because we remained united and took action, we have an agreement that minimizes costs for employee-only coverage and improves dependent coverage.

	Employee Only	Employee and Spouse	Employee and Children	Entire Family
Full Time	12%	25%	20%	30%
Part Time	12%	35%	30%	40%

For example, for 2020 the costs are as follows for the UMP Classic plan:

	Employee Only	Employee and Spouse	Employee and Children	Entire Family
Full Time	\$100.92 per month	\$381.92 per month	\$271.20 per month	\$612.80 per month
Part Time	\$100.92 per month	\$534.68 per month	\$406.80 per month	\$817.07 per month

In addition to these gains on dependent coverage, we have a limit on cost increases. If our insurance costs increase by more than 10%, we enter negotiations in an effort to determine a new cost share plan.

Improve access to continuing education

We increased the amount of paid continuing education time from 24 hours to 36 hours.

Other improvements:

Our annual mandatory low census limit is 84 hours instead of 120 hours.

We no longer have to use 24 hours of PTO prior to using sick leave.

Management will have to bargain the effects of the upcoming statewide ban on mandatory overtime.

Next Steps:

Vote yes on this agreement.

Sign up to be a union delegate.

Join the Healthcare Leadership Fund.

SEIU Healthcare[®] United for Quality Care
1199NW
Delegate Nomination Petition

I, the undersigned, hereby support the nomination of _____
 (Please print)
 for Delegate at: _____

Print Name	(Employee/Unit)	Signature	Job Class
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			
11.			
12.			
13.			

If any one member in good standing is not named to the delegate position and has a petition for nomination signed, please use the 1199NW/Healthcare membership card for the member in good standing of the Union, then that person would be deemed elected without the necessity of having an election.
 If they or multiple people are interested in the delegate position, a question for nomination must be signed by half of more a unit/branch/department etc. member who must be members in good standing. Once petition signatures are collected, an election in the unit/branch/department will be held.