

# Our Voices Are Being Heard: Management Moves Closer to Our Priorities

When we unite and take action we see results. Our bargaining team has been busy holding our informational unity break meetings, sharing stories with our community and letting elected leaders know about our vision for Good Sam's future. We know that recruitment and retention of experienced caregivers is a critical component to the care that our community and patients get. Our voices are being heard and we are taking steps toward winning on our priorities that will make Good Sam the best place to work and get care.

**Our unity has won us:**

- A voice on the staffing committee and a commitment from management to release staff to attend meetings when we have unit-specific issues
- A commitment to have annual meetings with the president of Good Sam to address staffing issues and problem solve them together
- A commitment to work on the advancement of racial justice at Good Sam by committing to a training on cultural and hidden biases; commitment on data tracking and working toward making Good Sam a place of inclusion and equity
- No unpaid time for any employee while management performs a disciplinary investigation
- Commitment to fix paycheck errors by next pay date
- New and improved preceptor language for all tech and service that will allow us to get paid for training/precept new hires, students, new to the unit staff



"We made some progress on some of the key issues, but more is needed. We still need a livable wage, affordable healthcare and commitment to fill in vacancies. We need staffing for our patients that will keep them safe and well taken care of."

**Robin Bowlby, FNS**

We made some progress on wages that will help us recruit and retain staff and be the leading hospital in Pierce County, but more work is needed. We still need management's commitment on the following issues:

**Next Steps:**

Bargaining on March 12

	Our proposal	Management's proposal
<b>Wages</b>	10/1/19: 5%  4/1/20: Market adjustment to sterile processing, RT, nuclear medicine and sleep lab techs  10/1/20: 4%	First pay period following ratification: 1.75%  10/1/20: 1.75 %  10/1/21: 2.00 %
<b>Staffing under new law</b>	Making sure our staffing is safe and follows the law we advocated for	Will follow guidelines under the state law but no commitment on how and where
<b>Posting job vacancies</b>	Post job vacancies within 14 days	Rejected
<b>Training fund for continued education, careers in the medical field</b>	Expanding access to the technical jobs  Increasing premiums to direct more funds to the training and education trust	Rejected
<b>Getting paid for calls and text messages</b>	15-minute guaranteed pay for calls or texts of any length when off work	Rejected: Need to spend 5 minutes minimum on call or text to be paid