

# We did it!

## Our new contract respects our commitment to the hospital and our community

We ratified an important new contract at Island Hospital, winning changes that will help ensure that Island remains a beacon of quality care in our community.

Over the last year all of us have been involved and taking actions to win a great contract for our community, ourselves, and our patients. We signed petitions, marched on the CEO, attended Hospital Board of Commissioners meetings, wore stickers, spoke to elected officials, and more to move the hospital administration to respect us and our work, commit to quality care, and take steps to improve recruitment and retention.

New printed contracts will be coming soon! Talk to your delegate or bargaining team member if you have questions about any of the changes in the new contract.



"This is the best contract we have won in my time at Island. We are moving management to recognize that in order to have a quality hospital, those of us who keep the hospital running need to be taken care of as well." **Carrie Shelton, SPD**

**Across-the-board raises to meet the high cost of living in this area**

**\$200 Ratification Bonus for all**

**3% Across-the-Board Wage Increase** effective the first full pay period after ratification

**2% Across-the-Board Wage Increase** effective the first full pay period after March 1, 2021

**1% Across-the-Board Wage Increase** effective the first full pay period after September 1, 2021

**We won 6% in across-the-board raises for everyone in the next 18 months!**

### 3% Market Adjustment Increase over the next 5 months:

CNA	ED Tech
CNA/HUC	Engineer I
Coding Specialist – Certified	Health Unit Coordinator
Cook	Pharmacy Tech I
Courier	Surgical Tech
Dietary Aide I	

### 1.5% Market Adjustment in the next pay period:

Engineer II	Pharmacy Tech II
Engineer III, HVAC	Receptionist/Phlebotomist
Laboratory Assistant	Storekeeper
Medical Records Clerk	

Market adjustments for our coworkers who have fallen the farthest behind other area hospitals.



"Together we fought hard for these market adjustments. Especially in this moment of crisis, wage adjustments that correspond to the jobs we do will enable us to keep living here and caring for the patients at Island Hospital."

**Kim Deans, Acute Care**

## We re-titled positions to more accurately reflect the job and the market:

- Cashier, Senior to Accounts Receivable Cashier
- Dietary Aide I to Dishwasher
- Dietary Aide II to Dietary Aide
- Dietary Aide III to Nutrition Assistant
- Medical Records Clerk to Health Information Management Technician
- CS Tech to Sterile Processing Technician
- Housekeeper to EVS Technician

## Premium pay to respect our home life and our work

- Certification pay increase to \$0.75 for all eligible and maintain the \$1.00 certification premium for SPD Techs
- Increase in Standby Pay for Engineering to bring them to \$3.25/hour, in line with everyone else who is frequently on Standby
- New Career Ladders to reward additional objective skill and ability within a given field: Patient Account Representative I & II - EVS Technician I & II - HIM Technician I & II
- Difference between steps on Career Ladders increased from \$0.25 to \$0.50 for all Career Ladders
- Rest Between Shifts – Overtime for those who work with less than the required rest between shifts to keep management accountable to respectful scheduling.

## Winning a Safe and Equitable Workplace for All

- We know that in many departments bullying can be a problem—we won language to make sure that all reports of bullying can be brought before the upper administration at Labor/Management Committee Meetings
- We know that bias based on race, gender identity, ethnicity, and age can be subtle and hard to articulate on an individual basis—we won a commitment from management to share demographic reporting data with the Labor/Management Committee so that we can work to identify inequities.

## Holding Island Hospital Accountable— Strengthening Credit for Prior Experience

Too many people at Island Hospital have been hired without full credit for their relevant experience. Now we can hold management accountable to our contract with a process to make sure everyone gets the credit they are due. **For current employees, there is a process between August 1 and November 1 of this year to challenge placement on the step scale and get a step adjustment.** Talk to your bargaining team member or organizer to learn more. We also won a process for new employees to challenge their placement on the wage scale after probation



"We've heard from many people, myself included, whose prior experience was not taken into account when they were placed on the wage scale by management. This process is a huge step in the right direction and everyone should take a look at whether they're on the right wage step."

**Brad Derting, Laboratory**

## Keeping Ourselves Safe during COVID-19

We have proposals to keep us safe at work and protect our families and our income. Our bargaining team is meeting with management today to present these proposals and share our concerns.

More info will be coming next week! Get in touch with your delegate or organizer to share your concerns.



**SEIU Healthcare**  
United for Quality Care