



EvergreenHealth Needs to Value Our Work: 1.5% Isn't Enough

From our bargaining surveys and our proposal priority votes we identified as a group that our goal for our bargaining is for us to have the security of a two-year extension with a few things that we all know we need: an agreement for the COVID-19 pandemic, access to the state Paid FMLA program, raises for all of us to support our families, and our training fund committee to look at how Evergreen could transition over into being part of the Multi-Employer Training Fund.

While we've made progress in bargaining toward these goals, management's wage increase proposal still falls far below what we need. Our RN and Tech co-workers throughout the hospital have received across-the-board wage increases of 3% this year, but management wants to offer us only 1.5% this year and 1.5% next year. That will leave us further falling behind other area hospitals at a time when our community is desperate for our hospital to have the healthcare workers it needs to address the pandemic.

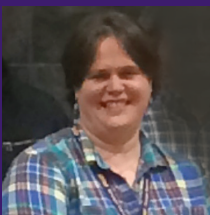
EvergreenHealth needs to do better than to offer us half of what our coworkers in other job classes are already receiving — our work is just as important as the work others do in the hospital and management needs to recognize that.

Where we've made progress:

- COVID-19 agreement that commits to accommodating those of us who are high risk and provides quarantine pay for us if we test positive for COVID-19 so we don't have to use our PTO/EIB
- Access to the state's Paid FMLA program and the ability to use our PTO/EIB to supplement it when we access it

Where management's proposals fall short:

	Our Proposal	Management's Proposal
Wage increases	November 2020: 3.5% November 2021: 3.5%	November 2020: 1.5% November 2021: 1.5%
Market adjustments	Committee to evaluate and agree upon market adjustments by 11/1/2020 so we can fully review updated information over the next months as other hospitals implement wage increases	Market adjustments for a few jobs: <ul style="list-style-type: none">• Cash Application Rep• Courier• DI Read Room Support• DI Support• Financial Counselors• Insurance Claim Submission Rep• Patient Account Rep
Training Fund	Our current Evergreen training fund committee works together on evaluating transitioning to the Multi-Employer Training Fund	NO.



"Since COVID, our jobs have only gotten harder, not easier. So why would we accept less than the other unions at Kirkland? Our families and the risk we take is worth more than a 1.5% increase."
Lynda Hinz, Social Worker, Hospice



"Evergreen is already one of the lowest paying healthcare employers in the area. Prior to COVID, the low pay was already an issue for recruiting and retaining experienced staff. The incredibly low wage increases being offered by management in bargaining will only make this worse as other hospitals continue to move forward."
Nilsa Stewart-Soto, Financial Clearance Rep, Patient Access



"Evergreen calls us essential. IF we really are, then they should treat us that way. We can't take a pat on the back to the bank and we can't pay our bills with a thank you. If they really appreciate us then they need to show us with a respectable wage increase."
Joe Jechenthal, Food and Nutrition, Cook



Check with your bargaining team member or delegate to learn about our plan of action to win wages that respect our work