

Time to Invest in caregivers, invest in patient care

Our bargaining team has challenged management to work with us to make needed improvements in pay, staffing and other working conditions at Sound. Our team developed these proposals through many hours of deliberation over issues brought by Sound caregivers and review of how other healthcare organizations have addressed them. Many of the changes our team has proposed have been needed for a long time. Solutions will require investment from PSHCH in patient care.

We know that Providence has the resources and financial outlook to make this investment. According to the Providence “Continuing Disclosure Quarterly Report” from June 30, 2020:

- System-wide “EBIDA” (used by Providence to measure financial health of operations) was positive – \$448 million or a 3.6% positive margin.
- Providence unrestricted cash and investments (liquidity) increased from \$12.3 billion on 12-31-2019 to \$14.1 billion on 6-30-2020.
- Long-term care, homecare and hospice revenue increased from \$549 million in the six months prior to 12-31-2019 to \$624 million in the six months prior to 6-30-2020.

Our team has met twice with management so far and exchanged some proposals. We presented a complete proposal Thursday, September 24, and we are looking forward to a complete response at our next session on Wednesday, September 30. *(see summary on next page)*

Management and our team set a mutual goal of reaching an agreement by the end of October, and we have extended our contract through then.

Stay in touch with your bargaining team representatives for updates!



“We know that staffing concerns are important to all of us and we are proposing making major improvements in that area. Securing a

contract that decreases overtime, staff burnout and provides better continuity of care for our patients is a major focus. Your bargaining team is fighting for you, and it will take everyone’s participation for us to be successful!”

Andrea Hautala, RN, Hospice



“It is important to improve wages so we can retain the staff we have as we are well below in comparison to others in this area. We want

to not only increase wages overall, but add two more step increases to allow growth and retain experienced staff in all disciplines. Reducing caseloads will improve staff morale, reduce turnover, and improve patient satisfaction, therefore allowing for growth and achieving quality rating to keep us financially stable.”

Deb Gorman, RN, Home Health

Our Bargaining Team:

Murinda McCuller
LPN, HH

Cheryl Harper
LPN Clinical Coordinator, HH

Sophia Risorto
PT, HH

Judy Hickmann
PTA, HH

Deb Gorman
RN, HH Shell St. Onge, Bereavement
Counselor, Hospice

Sheila Drew
Hospice Aide, Hospice

Wendy Katz
MSW, Hospice

Cat Thomas
MSW, Hospice

Masami Hutchins
MSW, Hospice

Meghan Murphy
MSW, Hospice

Laura Chapman
RN Hospice

Vikki Eckerson
RN, Hospice

Crystal Trabue
RN Hospice

Andrea Hautala
RN Hospice

Cary Carlisle
RN Hospice

Paul Catterson
RN Hospice

Summary of Proposals

Union	Management
Wage Increases	
Across the board wage increases <ul style="list-style-type: none"> 9% 8/31/2020 4% 8/31/2021 4% 8/31/2022 	Proposal pending
Other wage adjustments <ul style="list-style-type: none"> New steps 23 and step 24 Double time after 12 hours Case manager pay: \$1 per hour "Experience Audit" and pay adjustment where new hires have come in at higher rates than current employees Additional 2% adjustment for job classes far behind market (RN, MSW, PTA). 5% adjustment for Materials Mgt. Tech Schedulers to Team Assistant Rate 	No to case manager pay, other proposals pending
Differentials <ul style="list-style-type: none"> From \$2.50 (RN/OT/PT/SLP) and \$2.25 (MSW/Counselor/HH aide) to \$3.00 Night: \$3.50 (RN/OT/PT/SLP) and \$3.25 (MSW/Counselor/HH aide) to \$4.00 Standby: From \$3.00 to \$4.25 Preceptor: From \$1.00 to \$2.00 Double time after 12 hours Call back: From straight time to time and a half for being called back to work Report pay (showing up for work and being sent home): From minimum of 3 hours to minimum of 4 hours. 	Standby from \$3.00 to \$3.25 Reduce weekend pay from 20% of regular pay to \$4.50 an hour.
Improved Staffing and Quality of Care	
<ul style="list-style-type: none"> No mandatory on-call or overtime Weekends worked by employees hired for specific weekend schedule Caseload/workload maximums – if over maximum for one week, supervisor must take action to address Daily adjustments to patient assignments based on mileage, acuity, new admits, recertification, meetings Add additional FTEs needed to implement proposals above <i>see team for details of proposals on caseload maximums, daily assignment adjustments and new FTEs</i> 	Proposal pending
Safety in time of Covid-19	
<ul style="list-style-type: none"> N95s, quality shields, gowns and footwear available to all caregivers for all visits. Any loss of hours due to COVID-19 symptoms, exposure or positive test will be paid admin leave until cleared for work. High-risk caregivers or those living with high risk individuals will be accommodated, if not possible, then immediate access to emergency EIB bank. 	Proposal pending
Commitment to Organizational Equity and Inclusion	
<ul style="list-style-type: none"> Strengthening of non-discrimination language – include gender identity, genetic information, political ideology. Non-discrimination applies to all personnel actions. Labor-Management development of program and monitoring of data to improve cultural competency, awareness of hidden bias and equity, throughout agency. No retaliation for raising discrimination issues. Accommodation of all religious practices 	Proposal pending
Secure and affordable health benefits and sick time	
<ul style="list-style-type: none"> Provide maintenance of benefits: no increased costs or reduced benefits for the life of the contract Improvement of PTO/EIB: <ul style="list-style-type: none"> Immediate access to EIB Increase accruals on PTO/EIB (to 2013 levels) Easier access to health incentives to pay out of pocket costs: (annual PCP visit and health risk assessment) 	No maintenance of benefits, other proposals pending
Expanded training and professional development opportunities	
<ul style="list-style-type: none"> Access to up to \$5,250 annual tuition assistance (upfront money not reimbursement) 	Yes to \$5,250 annual tuition assistance, reimbursement
Other Improved working conditions	
<ul style="list-style-type: none"> Allow members to donate vacation to the bargaining team Add MLK Holiday Increased restrictions on "shift rotation" (e.g. working evenings or nights when hired to work days) Once PTO scheduled, only changed by mutual consent 	No to vacation donation to team Weekend defined as starting 12:01AM not 8AM Saturday Other proposals pending



"We need to fight to protect our benefits. Our employer encourages us to be healthy, so let us be healthy with affordable medical,

dental and vision coverage. Our employer encourages us to value family, then let us be with family together with paid time off. Our employer encourages us to improve our job performance, then let us take education to grow knowledge with education funding and tuition reimbursement. This is our life we are talking about! We need all of us to stand together to protect our right to have a life."

Masami Hutchins, MSW, Hospice



"Our Providence Sound Homecare and Hospice has formed a great bargaining team and presented a wide-reaching

proposal. We have a caring, productive and ambitious group seeking to make our workplace the best it can be. Your participation will be key for us to be effective in making positive change. Reach out to any of our members with any questions and know that there will be ways to help out soon." **Sophia Risorto, PT, HH**



SEIU Healthcare
United for Quality Care