

It's time for needed pay, staffing standards and improvements at Providence Sound

Sign up for membership meetings Thursday, November 5 or Monday, November 9.



"Our work is a huge value to Providence and to the community, and home health and hospice work in particular reflects the mission and values that providence espouses.

Our proposals are thoughtful, reasoned, and commensurate with the care we provide and the benefit we offer to both patients and Providence as an agency. We deserve pay and benefits that reflect the market rates for our professions, and the care and compassion we put into what we do.

Especially during Covid, we need to be recognized for the education, care, and support we are consistently contributing to the community with pay equity, realistic benefits, and a pledge for equality and respect in our workplace culture.

We need your input and participation for us to be successful bargaining the pay benefit, staffing and working conditions proposals we need and deserve. The team will be asking for support for our recommended plan forward, and your input to help guide us. Please come to one of the meetings – member participation will be the key to success!"

Cat Thomas, MSW, Hospice



"As a new member of the bargaining team, I find it very disappointing to see the major differences in wages compared to other facilities including St. Peter's hospital. For management to turn a blind eye to the concept of significant wage increases, and think staffing will increase is baffling to me.

Our home health team works very hard to ensure our patients remain safe in their homes. Whether management wants to admit it or not, we work hand in hand with the hospital to decrease return hospital visits. So shouldn't we get paid for our knowledge and our contribution to this organization?"

Murinda McCuller, LPN, HH

Our contract expires October 30, 2020, and our last scheduled session is Oct. 28.

We have scheduled membership meetings at which we will either be ratifying a new contract, or presenting our coworkers with an action plan to help move management to a contract that addresses the needs of caregivers and patients.

There will be two sessions available. Sessions will be held remotely via Zoom.

Please register at: <https://seiu1199nwvotes.org/provsound-vote-nov-2020/>

Thursday, November 5, 6PM to 7:30PM

Monday, November 9, 6PM to 7:30PM

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 bargaining as of Oct. 21, 2020

Highlighted in red is a management proposed “takeaway” (eliminating or reducing a standard we have now). Our team is here to make improvements, not go backwards.

Highlighted in yellow is a new “counter proposal” to management from 10/21, significantly reducing cost of our proposal in the first year of agreement.

Additionally, in the interest of getting to an agreement and focusing on issues of wages and staffing (elimination of mandatory call, mandatory OT and restricting weekend work), the team also made a big move: To withdraw our proposals on increasing PTO and EIB accruals and expansion of our “maintenance of benefits” if management would withdraw “takeaways” on PTO/EIB and maintenance of benefits.

We told management on Oct. 21, 2020, that we were open to add bargaining time in the evenings between now and November 5 to try and get an agreement.

Union	Management
Wage Increases	
Across-the-board wage increases 8.5% 8/31/2020 4% 8/31/2021 4% 8/31/2022 Contract expires 8/30/2023	Across-the-board wage increases 1% following ratification 1.5% 8/31/2021 1.25% 8/31/2022 1% 8/31/2023 Contract expires 8/30/2024
Other wage adjustments <ul style="list-style-type: none"> ▪ New: step 23 (8/31/2020) and step 25 (8/31/2021) ▪ Double time after 12 hours ▪ Case manager pay: \$1 per hour (effective 8/31/2021) ▪ \$1 licensure pay for social workers ▪ “Experience audit” and pay adjustment where new hires have come in at higher rates than current employees ▪ Additional 2% (above the 9% increase) for job classes far behind market (RN, MSW, PTA) ▪ 5% adjustment for materials mgt. tech ▪ Schedulers to team assistant rate 	Other wage adjustments <ul style="list-style-type: none"> ▪ No to new steps, 2X after 12, case manager pay, “experience audit, “still looking at” SW licensure pay ▪ Additional 2% (above the 1%) for RN, PT, OT Speech Therapist and 2.5% for PTA and COTA Therapist 1/1/2021; then additional 1.5% (above the 1% increase) for RN, PT, OT and Speech Therapist ▪ “No” to adjustment for materials mgt. tech, schedulers to team assistant rate
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.

Summary of bargaining as of Oct. 21, 2020 - Continued

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 <p>[see team for details of proposals on caseload maximums, daily assignment adjustments and new FTEs]</p>	<ul style="list-style-type: none"> No to union proposals on on-call, mandatory overtime, weekend work, caseloads, daily adjustments and additional FTEs. Workload caseload issues will be “standing item” on agenda labor management committee. Any daily caseload adjustments/reductions may be taken into account in productivity calculations.
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. 	No
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) 	<p>No to maintenance of benefits</p> <p>Elimination of EIB and replacement with short term disability that pays 65% of income and is accessible after 7 days.</p>

Summary of bargaining as of Oct. 21, 2020 - Continued

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 (as part of “package”)
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	<p>No to vacation donation to team</p> <p>Weekend defined as starting 12:01AM not 8AM Saturday</p>



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