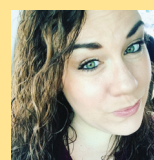


# Heading Into Bargaining for Our Second Contract With Unity and Strength

In 2017 we formed our union to have a voice in decisions that affected our working conditions and patient care. We showed the power of our unity to stand up to what was fair through collective actions. Under our first contract we won guaranteed raises including a wage scale, premiums like rest between shifts, PTO accruals and a process through the grievance procedure. With our first contract soon to expire, we're heading into bargaining excited to build upon our wins and raise the standard of care in central Washington, and we will fight to ensure that Kadlec remains a great place to work and receive care.

We had our first official bargaining session on Nov. 9. At that session, we proposed:

- **Memorandum of Agreement regarding the continuation of COVID:** We are asking management to provide paid time if we are asked to stay home due to exposure to COVID, proper PPE, protections for high-risk workers, access to testing, and Hero Pay.
- **Full time caregivers:** Classifying anyone who is .75 or higher as full time.
- **770:** Protecting our schedules and including these protections into the body of our contract.
- **Per Diem:** If we work on a regular basis for four months, we can request to have a position posted.
- **Preceptor:** If we train, orient or precept a new hire, we should get paid this premium.
- **Floating:** Floating to another area outside of our homework unit will result in a premium of \$1.50.
- **Transfers:** In recognition of caregivers who transfer into higher positions, they will receive incentive pay of 6%.
- **Discipline:** Any disciplinary actions for attendance and/or performance unrelated to patient care more than one year old will not be considered for purposes of progressive discipline.
- No outsourcing for any bargaining unit member!
- **Resource team:** Premium of \$2.00.



"Making sure we are protecting co-workers and the patients is a priority of ours. People who are already sick are going to be more susceptible to the virus and suffer more harmful outcomes. What we're finding out is that a lot of the testing has shown to be unreliable and there are caregivers who are still symptomatic but are still coming to work because they had a negative test and later finding out upon re-testing that they were positive. We want to capture that people are able to stay home and are compensated not having to worry about a loss in income and also maintaining safety for the community and our co-workers."

**Michelle Stout, Ultrasound Tech**



"We have had several employees who have brought this up. Someone applying for higher pay grade and then during the transfer instead of evaluating their experience and loyalty at the hospital, they were placed at a lower rate and they were not given an increase. Their years should be recognized."

**Ethel Pham, ED Tech**

## Next Steps

Our next bargaining session is November 18, 2020. We are looking at dates for December to continue to work together towards a fair contract.

## Our Bargaining Team

Doris Hurtado, EVS  
Norma Selenas, EVS  
Lillian Pacheco, EVS  
Ethel Pham, EDT  
Michelle Stout, Ultrasound Tech  
Suzanne Morrell, CT Tech  
Troy Dyal, CT Tech  
Becky Strode, Tele Tech

Margarita Gonzalez, OB Tech  
Lindsay Cours, OB Tech  
Jennifer Hurdle, OB Tech  
Terry Mount, 6RP HUC  
Mona Chalmers, 6RP CNA  
Amber Sherman, Materials Management  
Tamra White, Clinical Lab Assistant  
Stacey Belt, Phlebotomist  
Helen Benavidez, Phlebotomist LD

Bertha Montes, Mammography Tech LD  
Billy Haley, Rad/IR/ Cardiac Cath Tech  
Eric Defoe, Rad/IR/ Cardiac Cath Tech  
Dawn Kleis, Assistant Cook  
Rob Cordova, Assistant Cook  
Tracey Brouillette, Cook  
Amy Markham, X-ray Tech  
Blanca Hinojosa, Pharmacy Tech  
Lacey Coleman, Patient Access Rep

Ana Rivera, Patient Access Rep  
Mari Beth Mayfield, Patient Access Rep  
Steven Strait, Transport Aid  
Pamela Peterson, Resource CNA  
Melissa Spang, ICU HUC  
Cindy Main, Cardiac Sonographer  
Ashely Green, EKG Tech