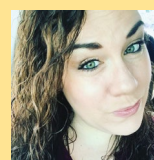


Heading Into Bargaining for Our Second Contract With Unity and Strength

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 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

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Lillian Pacheco, EVS
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Jennifer Hurdle, OB Tech
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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
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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
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