



As union members from both the service and nurses units, we have voted to ratify our contracts — congratulations! We were able to preserve the majority of our contract after a long contract fight in which we saw many proposed takeaways from Virginia Mason administration. By applying pressure through taking actions inside and outside of our hospital, we were able to minimize the impact of takeaways at the table.



“I have bargained every contract since we voted to have SEIU at this hospital and this contract session was the hardest one I’ve faced. It was not a unanimous ‘yes’ vote. Soon, nurses will have to stand up together and say NO to one of these contracts and the bargaining team will be there and support that. It will continue to be painful. Until we do, they will continue to take advantage of our caring and trusting nature, and we will continue to see takeaways at the table. JOIN YOUR UNION.”

Heather Sparks, RN, ED

What You Need To Know About Our COVID-19 Mutual Letter of Understanding

For all employees covered in the union contract, the agreement will expire in 2023.

Memorial has committed to the following:

- Memorial will provide employees who are known to have been exposed to COVID-19 at work based on Memorial’s records with **notice as soon as practicable** of known exposure. The notice will include: the date of exposure, assessment of exposure risk and Memorial’s decision on whether to permit the healthcare worker to work or be placed on leave. Testing will be provided in accordance with CDC guidelines. Decisions regarding return to work following leave will be based on CDC or other applicable guidelines.
- Upon written request from the Union, the Employer will provide the number of bargaining unit employees who have been tested as well as the number placed on leave due to exposure.
- Memorial will provide caregivers with appropriate PPE based on CDC guidelines. Caregivers agree to follow all Memorial PPE protocols including wearing masks as instructed.
- It is in the best interest of both parties to have caregivers receive rapid testing when available and consistent with operational needs. [box with arrow] If you’re exposed at work please ask for a rapid test.
- The Shift Coordinator has the authority to request runners as needed to address staffing for COVID-19 positive patients.

If you have questions, please contact your bargaining team.

Bargaining Team

Heather Sparks, RN
Alice Westphal, UCA
Trish Lizotte, Dietary
Trish Bowman, RN
Sylvia Keller, RN
Brenda Ponce, UCA

Tim Jennings, RN
Helen Jensen, RN
Karen Arreola, RN
Sandy Gaytan, RN
Jackie Larson, Endo Tech
Chase Heiserman, EVS

Deshawn Oursland, Lab
Erica Corral, NAC
Adela Cuevas, EVS
Rudy Silva, EVS



Service Unit Agreement

WAGES

These are the job classifications that will be moving to a higher pay grade step for step:

- **Dietary Aide/Dishwasher/Gift Shop Associate** will move from pay grade 5 to pay grade 6
- **CS Tech** will move from pay grade 9 to pay grade 11 – (11% to 17%) for the life of contract
- **CS Tech II** will move from pay grade 14 to pay grade 15 – (6-8% to 12.5-14%) for the life of the contract
- **OB Technician** will move from pay grade 13 to pay grade 15 – (11% -17%) for the life the contract
- **Interpreter/Translator** will move from pay grade 15 to pay grade 16 – (6% - 12%) for the life of the contract
- * **Patient Access** will have a new opportunity to move to higher pay grade by applying into two new classifications: Patient Access Rep II and III
 - Patient Access Rep I will remain in pay grade 11
 - Patient Access Rep II will be in pay grade 12
 - Patient Access Rep III will be in pay grade 14
- **Caregivers** in pay grade 11 who receive less than a 1% increase following ratification (and the creation of patient access positions) will receive a \$500 lump sum payment via a separate check on the second full pay period following ratification.
- Upon ratification, pay grade 11 will receive .70% to 1%, and in year 2021 will receive 3% to 3.25%, and in year 2022 will receive 3% to 3.25% for an avg. 7-7.5%
- Upon ratification everyone will be placed on the new scale.

Avg. percentage total, including this year and the next two years

Pay grade 6	9% - 18.5%
Pay grade 7	10% - 17%
Pay grade 8	10% -18%
Pay grade 9	9% - 17%
Pay grade 10	8% - 12%
Pay grade 12	7.5%
Pay grade 14	7%
Pay grade 16	7%

Service Jobs	Pay Grade
Dietary Aide	6
Dishwasher	6
Gift Shop Sales Associate	6
Housekeeper	6
Linen Aide	6
Pharmacy Assistant	7
Utility Tech	7
Materials Distributor	8
Materials Messenger	8
Shipping & Receiving Clerk	8
Diet Clerk	9
Groundskeeper	9
Mail and Printing Clerk	9
Nursing Assistant	9
Office Coord	9
Pre-billing Representative	9
Secretary	9
Support Staff	9

Service Jobs	Pay Grade
Surgery Aide/Transport	9
Switchboard Operator	9
Therapy Aide	9
X-Ray Secretary	9
Cardiac Monitor Tech	10
Caterer	10
Cook	10
Phlebotomist	10
Respiratory Care Asst.	10
Central Services Tech I	11
Emergency Technician	11
Lab Registration Rep	11
Lift Team	11
Patient Access Rep	11
Unit Care Assistant	11
Unit Secretary	11
Endoscopy Technician	12
OR Preparation Technician	12

Service Jobs	Pay Grade
Patient Access Rep II	12
Surgery Support Staff	12
patient Access Rep III	14
Nurse Technician I	13
Lead Materials Dist	14
Central Services Tech II	15
Obstetrics Technician	15
Purchasing Agent	16
Surgery Materials Coord	16
Translator/Interpreter	16

Our contract expires on Jan. 1, 2023.



“We are proud of the wages we got for the service unit and the fact that we were able to preserve our contract. People should’ve already seen the raises and bonus for pay grade 11. If you have not please reach out to an organizer or delegate. Be expecting on the first full pay period in January a 2% wage increase! The only way to continue having these significant wage increases is by joining the union! We are stronger and more powerful together.”

Brenda Ponce, UCA 2EW

New in our sick leave affecting both service and nurses unit

It will be in two separate banks: Contract Sick Leave (CSL) and Protected Sick Leave (PSL). In PSL you can have a maximum of 52 hours. The rest will be in CSL at a maximum of 668 hours. You can supplement hours for Paid Family Medical Leave out of any bank to make you whole if needed. Also, in our sick leave — January 2021 will be the last chance to convert your sick hours in to vacation hours for any hours above 720 hours at 3:1 ratio.

Nurse Agreement

- **Vacation cash out** — We will no longer be able to cash out hours above your FTE per pay period. We will only have a one-time cash out process of 40 hours of vacation once a year.
- **New Holidays cash out** — Nurses with a holiday bank in excess of 32 hours may request, by December 1 of each year, a cash out of the hours in excess of 32 to be paid in the last full pay period of that year.
- **Education** — The annual contribution to the fund will be lowered to \$50,000 from \$80,000 (historically we haven't used more than \$50,000)
- **Degree and Certification** — We will have a limit of two (2) either degrees or certs or combination of one of each. Degree pay will remain \$1.25 per hour for the life of this contract, \$1.00 per hour effective 1/1/23. Certification pay will remain and stay at \$1.00 per hour.
- **Degree and Certification pay: *Grandfathered nurses** — When the new wage rate plus their certification pay and degree pay under the new agreement are put together and that total is less than the current amount they are earning with base wage plus degrees and certifications, they will receive their current compensation (wage plus degree plus certification) until their placement on the new wage scale, plus certifications and degree pay, exceeds their compensation at the time of ratification.



“It is hard to walk away from the bargaining table with takeaways. The loss of our sick leave conversion and the impending change to degree pay are something we are not happy with. We were able to stop some of the takeaways, but sadly until we find the courage to use our united voices that will continue. We need every nurse to join the union this is the only way things will start to change. Help us keep what we and the nurses before worked so hard to win. Become a union member and see the changes we will be able to make together.”

Sylvia Keller, RN, OR

New changes to our contract:

- The hospital will provide one free-float RN on a 24/7 basis.
- The hospital will not low census when signed up for incentive shifts.
- **New on incentive language** — At a minimum, any scheduled hours picked up by full time or part time nurses within 24 hours of a vacant hole will be paid as incentive hours.
- **Assistant Nurse Managers** — Will no longer be part of the bargaining unit and covered by our contract.
- Available status nurses must work a minimum of thirty six (36) hours in each rolling three (3) month period in addition to the hours needed to maintain available status.
- **NEW Discharge/Discipline language** — No non-probationary nurse shall be disciplined or discharged except for cause. Where appropriate, an employee will be coached prior to discharge or disciplinary action. Coaching may lead to disciplinary action if the practice or behavior at issue continues. A written record of the concerns, including verbal warnings, forming the basis for disciplinary action shall be made available to the affected nurse. A system of progressive discipline will be practiced when appropriate. Which disciplinary action is taken depends upon the seriousness of the affected nurse's conduct as determined by the Hospital.
- **Preceptor Pay** — Now increased to \$1.50.
- **Staffing Appeal Process** — The Shift Coordinator will have the authority to improve staffing ratios, in collaboration with the House Supervisor, by calling in additional nurses when appropriate due to acuity, time intensity, location of patient room and other considerations, including the Shift Coordinator accepting a patient assignment.

WAGES: Great improvement on wages — some of the largest wage increases we have ever seen!

	CURRENT	% INCREASE	UPON RATIFICATION	\$ INCREASE	1/1/2021	\$ INCREASE	1/1/2022
					2% ATB		2% ATB
BASE	\$28.77	5.49	\$30.35	0.607	\$30.96	0.6191	\$31.58
1	\$29.60	4.59	\$30.96	0.6192	\$31.58	0.6316	\$32.21
2	\$30.52	3.96	\$31.73	0.6346	\$32.36	0.6473	\$33.01
3	\$31.42	3.5	\$32.52	0.6504	\$33.17	0.6634	\$33.83
4	\$32.37	3.92	\$33.64	0.6728	\$34.31	0.6863	\$35.00
5	\$33.33	4.41	\$34.80	0.696	\$35.50	0.7099	\$36.21
6	\$34.33	4.83	\$35.99	0.7198	\$36.71	0.7342	\$37.44
7	\$35.35	4.86	\$37.07	0.7414	\$37.81	0.7562	\$38.57
8	\$36.94	3.36	\$38.18	0.7636	\$38.94	0.7789	\$39.72
9	\$37.54	4.77	\$39.33	0.7866	\$40.12	0.8023	\$40.92
10	\$38.61	3.88	\$40.11	0.8022	\$40.91	0.8182	\$41.73
11	\$39.45	3.73	\$40.92	0.8184	\$41.74	0.8348	\$42.57
12	\$40.29	3.57	\$41.73	0.8346	\$42.56	0.8513	\$43.42
13	\$40.61	4.83	\$42.57	0.8514	\$43.42	0.8684	\$44.29
14	\$40.94	5.01	\$42.99	0.8598	\$43.85	0.8770	\$44.73
15	\$41.59	4.4	\$43.42	0.8684	\$44.29	0.8858	\$45.17
16	\$41.99	4.45	\$43.86	0.8772	\$44.74	0.8947	\$45.63
17	\$42.38	4.53	\$44.30	0.886	\$45.19	0.9037	\$46.09
18	\$42.79	4.56	\$44.74	0.8948	\$45.63	0.9127	\$46.55
19	\$43.44	4.03	\$45.19	0.9038	\$46.09	0.9219	\$47.02
20	\$44.08	3.54	\$45.64	0.9128	\$46.55	0.9311	\$47.48
21	\$44.58	3.41	\$46.10	0.922	\$47.02	0.9404	\$47.96
22	\$45.08	3.28	\$46.56	0.9312	\$47.49	0.9498	\$48.44
23	\$45.39	3.59	\$47.02	0.9404	\$47.96	0.9592	\$48.92
24	\$45.70	3.92	\$47.49	0.9498	\$48.44	0.9688	\$49.41
25	\$46.01	4.26	\$47.97	0.9594	\$48.93	0.9786	\$49.91
26	\$46.36	4.51	\$48.45	0.969	\$49.42	0.9884	\$50.41
27	\$46.70	4.77	\$48.93	0.9786	\$49.91	0.9982	\$50.91
28	\$47.18	4.75	\$49.42	0.9884	\$50.41	1.0082	\$51.42
29	\$47.65	4.76	\$49.92	0.9984	\$50.92	1.0184	\$51.94
30	\$48.11	4.78	\$50.41	1.0082	\$51.42	1.0284	\$52.45



“The Year of the Nurse! Let that sink in for a minute. I think we’re all feeling the strain of 2020 and are looking forward to a brighter future. I have been honored to serve on the negotiating committee for many contracts. I have had the most difficulty with the results of this one.

Management wouldn’t share the hospital’s financial information that is proper in these negotiations. We were faced with 13 takeaways that I counted at one point. Management’s goal was to get the beginning RN over \$30 per hour at any cost. Although we fought against the takeaways and tried to mitigate them as best we could, there has been a big cost.

The most immediate takeaway is that in 2020 (the first year of the new contract) we will not be paid our raise for the first 11.5 months; no retro pay. The pay scale itself brings us up pretty close to market. As a seasoned educated nurse, I especially feel undervalued. Getting people in the door seems to trump retaining staff. Degree pay will drop. Degree/certification combo is capped at two. Education fund drops. Vacation cash out drops. The sick to vacation conversion goes away.

Future contracts might include PTO which makes it easier to whittle down the accruals, holiday hours lost if not used annually, sick time caps reduced, union delegate restrictions for representing a co-worker on the unit worked and many others.

Join the union. Only together is our voice heard. Encourage ALL to join the union. Write staffing memos EVERY shift that is appropriate (SC, RN, NAC, UCA or US). Charge the hospital for ALL of your missed breaks. Join the Nurse Staffing and Practice Committee. Attend your unit’s biannual staffing meetings. Start a Unit Based Staffing Committee. Join future negotiating teams. Consider thoughtfully striking in the future.

We do have a few wins including a little more power behind the shift coordinators to call in staff if matrix or acuity demonstrates need, including Covid runners. The hospital has also re-committed to providing a free float 24/7 as the contract previously reads. I encourage every employee to read the contract a couple times a year. Something that may not have seemed relevant suddenly does. Merry Christmas and stay safe.” **Trish Bowman, RN 3EW**