

Great New Contract Ratified!

Unprecedented wage increases and benefit protections through August 2024



“Over these past several months, experiencing the strength of our union and all we achieved has been empowering and exciting. Not only have we created a contract that is unprecedented, our union has become a beacon of hope for other

SEIU chapters currently in bargaining with Providence. It is crucial that we keep our momentum going over the next four years. I look forward to working with all of you to ensure optimal conditions for our members and for the patients we serve. Together, we have so much more we can accomplish!”

Meghan Murphy, MSW, Hospice



“After giving our all in the most difficult year to be in healthcare; we stood in solidarity for fair wages and no takeaways of our benefits. Thanks to our members standing together strong, Providence finally did the right thing by removing the PTO/EIB

takeaway and closing some of the wage gaps. Our unity prevailed; and while our work is not over, now we go forward in partnership with our organization to continue the excellent care we provide to our community; thankful for a good contract.”

Judy Hickmann, PTA, HH

Members have unanimously ratified our new contract!

Wage increases will start for pay period beginning Feb. 14.

Your bargaining team that negotiated our amazing new agreement is:

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
Vikki Eckerson, RN, Hospice
Crystal Trabue, RN Hospice
Andrea Hautala, RN Hospice
Cary Carlisle, RN Hospice
Paul Catterson, RN Hospice

Highlights: Unprecedented wage increases, takeaways gone and our benefits protected through 2024.

Thanks to all of us standing together, we won:

- 1) All three significant takeaways gone ... our benefits protected through 2024:
 - Our PTO/EIB is guaranteed for life of contract – plus we have new WA paid family med leave
 - Medical Benefits—we won the protections against increased costs and decreased benefits we said we needed
 - Weekend Premium—takeaway gone, 20% stays
- 2) Unprecedented wage increases that completely fix or substantially reduce wage gaps by end of agreement.
- 3) Some firm staffing improvements and new tools to help us advocate for ourselves and patients over next four years.

And we did this in five months of bargaining—a significant improvement over two and a half years (in 2013) or 14 months (in 2016).

How did we win this agreement?

- The team built on work by our Labor Management team (Judy, Wendy, Crystal, and Cheryl) and past bargaining teams (Barb, Veronica, Sandy P, Kathy, Toni). Their amazing work and dedication paid dividends in this contract.
- But we also built much broader and deeper team than in past bargainings—for stronger organization and more voices at the table.
- The team developed and presented a careful data-based case around the need to address “wage gaps” and presented an analysis of Providence financials that showed clearly management could afford to invest in us and in patient care.
- MOST importantly: Members spoke up and were ready to take action for ourselves, our families and our patients—through letters, in staff meetings, and finally with a strike authorization. Our strike vote was a remarkable 93% “yes” to authorize strike, up to and including an indefinite strike.

The Agreement Wages

Job	# effected	FFPP following Ratification	August 31, 2021	TOTAL between now and August 31, 2021	August 31, 2022	August 31, 2023	TOTAL between now and August 31, 2023
Staff RN, PT, OT, Speech	119	8.50%	5.0%	13.5%	4.75%	5.0%	23.3%
PTA/COTA	16	20.0%	3.0%	23.0%	3.00%	3.5%	29.5%
MSW/Bereavement	17	5.50%	4.25%	9.75%	4.00%	4.5%	18.3%
LPN / Schedulers	19	6.25%	4.50%	10.75%	4.25%	4.75%	19.8%
all other job classes	27	4.0%	3.0%	7.0%	3.00%	3.5%	13.5%

- 100% experience credit for all job classification for new hires
- \$2,500 bonus for mat mgt.
- Standby from \$3.00 to \$3.50
- Maintain current weekend premium of 20%
- Per diem pay from 10% to 15% premium
- Evenings from \$2.50 to 2.75 (RN/OT/PT/SLP)
- Night: 3.50 to 3.75 (RN/OT/PT/SLP)

Paid time off:

- Current PTO/EIB guaranteed for life of contract (through August 31, 2024)
- Washington State Family Paid Leave applies to us from August 31, 2020
- Letter of understanding on time off benefits: discussion of potential implementation of new paid time off program changes before Aug. 1, 2024, in the case of mutual agreement.

Medical benefit protections:

- Current (2021) HSA, HRA, Kaiser medical dental and vision in 2022 and 2023
- 2022: No reduction in health incentive funding, no changes in deductibles, out-of-pocket max, premium % share, medical dental and vision
- 2023: No reduction in health incentive funding, no changes in deductibles, out-of-pocket max, premium % share, medical dental
- No material changes in in plan design all years through 2023
- 2024: Premiums will not increase by more than blended average of 10% and any proposed reductions in benefit or increased costs must be bargained with the union. Discontinuation of vision premium
- Contract expires August 31, 2024

Weekend, OT, backup:

- Weekends – start 12:01 Sat., not 8AM
- New Labor-Management process with goal of minimizing OT, mandatory call

- Hospice: 120-day pilot for elimination of backup, 1 weekend every 8 weeks
- One month prior to holiday, limit to 7 RNs backup

Daily adjustments to assignments:

- Additional factors influencing travel time taken into account
- Daily adjustments may be taken into account in weekly or biweekly productivity

Organizational Equity and Inclusion, a workplace where everyone is equally welcome:

- Addition of gender, gender identity, disability, genetic information to non-discrimination clause
- Equity and Inclusion issues will be integral part of Labor Management process, including creating a just work environment where value of diversity and inclusion is advanced, including the impact of biases in the workplace
- Labor management review of Employer policies regarding discrimination and harassment
- No retaliation for raising complaints of discrimination

Education and professional advancement:

- Access to \$5,250 annual tuition assistance (reimbursement)
- This is in addition to existing “Continuing Education and Professional Development” benefit

Withdrawal of:

- Federal lawsuit on daily adjustments
- Outstanding contract grievances (standby pay)
- Unfair labor practice charges (surveying members)

Next steps: Building on what we have achieved

Many members of our bargaining team have agreed to step up to work with management to implement our new agreement and keep our union at Sound strong during the next few years. That includes electing union delegates, Labor Management team representatives, but also to help in other ways maintain a strong caregiver voice ourselves and our patients. If you would like to help with that effort, let a bargaining team member know.