



# Winning Meaningful Wage Increases with Our Unity!

Every one of us who became a member of our union, signed a petition, wore stickers, and talked to coworkers about our priorities made this win happen. Because of our collective strength and unity, we made it possible to negotiate a great contract extension. After coming together at vote meetings to hear directly from our bargaining team coworkers, we voted unanimously to ratify our new contract extension!



“We bargained some of the best wage increases in years. We are ensuring that every job class will have a starting wage of \$15 an hour by next year.” Jeramiah Thompson, Dietary

## Our Contract Wins

- \* Ensure that all starting wages by 2022 are above \$15/hour
- \* Supplemental grades will reflect same increases as benefited grades
- \* RN Night differentials: \$4.00
- \* NA-Cs Night differentials: \$2.20
- \* RN total wage increases from December 2020 through December 2021 are between 15%-20% depending on where we fall on the wage scale
- \* All job classes to see wage increases between 9%-16% over the next two years
- \* Vacation/PTO requests will be approved or denied within four weeks (if outside the normal timeline request)
- \* Guaranteed breaks and overtime protections

Because of our unity during past legislative sessions, we won the guarantee of uninterrupted meal and rest breaks and overtime protections! All nurses and tech job classes became protected by this law on July 1, 2020.

The provisions we won under the new law:

- \* The ability to choose whether or not we work overtime and guaranteed time off
- \* Employers must make reasonable efforts to avoid overtime
- \* Scheduled call cannot be used to replace overtime
- \* Enforcement of rest between shifts

An employee accepting overtime who works more than 12 consecutive hours must have the option to have at least 8 consecutive hours of uninterrupted time off from work following the time worked.

It's important to become familiar with the new provisions to make sure we're enforcing the protections we're entitled to - and thanks to our contract extension, we have a guarantee that management will enforce these protections.

Find more information online at [1199nw.org/BreaksandOT](http://1199nw.org/BreaksandOT) or speak with a delegate or organizer if you are concerned about how overtime is being used in your workplace.

**By joining together in a union, we speak with a united voice. Be a part of the movement for quality care for our community. Fill out this form to join! [joinseiu1199nw.org](http://joinseiu1199nw.org)**

scan this QR code with your phone camera to fill out a form!



“The year 2020 clearly showed us that being a part of a union worked for us in having a voice, and being heard with protections in place. Recently, we were able to bargain over working conditions and benefits, and win and secure real wages because we are union strong! Stand with me in protecting our high standards and join us today.” Sandy Riedinger, RN



# Wage Increases that Respect Our Experience and Help Us Recruit and Retain

GRADE	JOB TITLE	2021	2022
2	NAC, LAB CLERK, STERILE PROCESS TECH	7.00%	4.12%
4	EMT-B	7.00%	4.12%
6	EMT-IV	7.00%	4.00%
8	EMT-A	4.00%	3.50%
10	PARAMEDIC	4.00%	3.50%
12	PHLEBOTOMIST, TRANSCRIPTION	7.00%	4.00%
14	PHARMACY TECH, SURG PRACTICE COORD	4.00%	3.50%
16	UR COORD, MLT, OT ASST, DESKTOP SUPPORT	6.00%	3.50%
18	MT	10.00%	3.50%
20	RADIOLOGY TECH	4.00%	3.50%
22	PT ASST	4.00%	3.50%
24	RESPIRATORY THERAPIST	10.00%	3.50%
26	ULTRASOUND TECH	4.00%	3.50%
28	RN, PAR, STAFF DEV., PAIN, OR CIRCULATOR	4.00%	3.50%
30	HOUSE SUPERVISOR	4.00%	3.50%
32	SPD CLERK, FACILITY SCREENER, DIETARY AIDE, HOUSEKEEPING	7.00%	4.12%
34	COOK, DELI COORD, JANITOR	7.00%	4.00%
36	HUC, ACTIVITY, MEDICAL RECORDS, RECEPTION, ADMIN SECRETARY, PRIOR AUTH COORD, BILLING	7.00%	4.00%
38	MAINTENANCE LV2, CODER, AP CLERK	7.00%	4.00%
40	MAINTENANCE LV1, PAINTER	7.00%	4.00%
42	ACCT TECH	4.00%	3.50%
47	RN CLINIC	4.00%	3.50%
48	LPN CLINIC	4.00%	3.50%
50	MA-C, LAB COORD	4.00%	3.50%
52	MA-R, SURGICAL OFFICE ASST	4.00%	3.50%
54	SURGICAL TECH	4.00%	3.50%

RNS WILL SEE A WAGE INCREASE BETWEEN 15-20% FOR THE TIMEFRAME OF DEC. 2020-DEC. 2021, AND AN ADDITIONAL WAGE INCREASE IN 2022.



“We know that when management works with us, together we can raise standards. This agreement moves the hospital in the right direction.” Libbie Klettke, EMT

“No matter our differences, most of us want the same thing – we want to be able to provide for our family, have security through hard times, a pandemic, and be the best we can be in every patient interaction. We won raises that will uplift everyone. Join with us today to keep these standards.” Kay Zellmer-Spangler, EMT



“Together we worked to achieve a contract extension that gives us certainty on our wages and benefits each year and will help us recruit and retain the best staff to care for our community.” Gayla Ceremello, RN



## Build your Zoom Skills Free training April 8<sup>th</sup>

Everything from contract bargaining to family celebrations has moved to Zoom during the pandemic, and online meetings are probably here to stay even after COVID-19 is over. The SEIU Healthcare 1199NW Training Fund is co-hosting this virtual workshop that will help you build on your Zoom skills to become a great meeting leader.

Become a Virtual Leader: Next-Level Zoom Skills  
Thursday, April 8<sup>th</sup> 7-8 pm PDT  
Register online: [bit.ly/TF-Zoom-Workshop3](https://bit.ly/TF-Zoom-Workshop3)