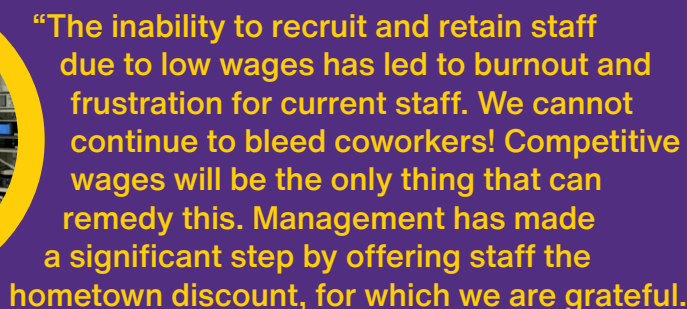




May 3, 2021

We have been through a lot in the last year. The trials brought on by a global pandemic have been incredibly stressful for all of us. To add insult to injury, we have been bargaining with a management team that doesn't seem to understand or respect what we have been through. We know from experience that putting pressure on management gets results.



**Kari Laywell, RN, Valley**

**Next step: Pick up your yard signs and car magnets from your bargaining team members.**

Zach Arnold	11T NAC	Deaconess	Nathan SiJohn	OR	Valley Hospital
Diane Gross	HUC	Deaconess	Kari Laywell	OR RN	Valley Hospital
Monique Johnson	Housekeeper 1	Deaconess	Jim Ford	Radiology	Valley Hospital
Kelly Conrad	PBX Operator	Deaconess	Megan Houdashelt	Medical RN	Valley Hospital
Shawnee Saterlee	ER Tech	Deaconess	Charity Turpen	RT	Valley Hospital
Kim Ballou	HUC	Deaconess	Jen Hames	Admitting	Valley Hospital
Yelena Shanin	Housekeeper 1	Deaconess	Lauren Lomard	EVS	Valley Hospital
Mary Robinson	Central Service Tech	Deaconess	Barb Whitman	Pharmacy	Valley Hospital
Angela Sainz	EEG	Deaconess	Terri Nicholson	OPS RN	Valley Hospital
Rachelle Decambre	echo	Deaconess	Ben Hoffman	Pharmacy	Valley Hospital
Warren Stowell	OR	Deaconess	Kari Forrest	Medical RN	Valley Hospital
Jennifer Cooper	OR	Deaconess	Susan Peterson	CCU RN	Valley Hospital
Jameson Blue	CT	Deaconess	Diane Belyea	OB RN	Valley Hospital
Cheryl Riddle	Radiology	Deaconess	Katie Ellis	ED RN	Valley Hospital
Richard Deaver	Cath Lab	Deaconess	Jenny Phillips	RT	Valley Hospital
Alex Knox	NAC 9T	Deaconess	Angela Crigger	Surg/Othro RN	Valley Hospital
Denise Allen	Monitor Tech	Deaconess	Mark Janson	EVS	Valley Hospital
			Cindy Stintz	PACU RN	Valley Hospital
			Mac McCully	Transporter	Valley Hospital
			Tami O'Marro	Endo RN	Valley Hospital



Let's show more unity by proudly displaying our yard signs and car magnets!"



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Proposal	Union	Management
Economics: RNs, Techs and Service	<b>RN Wage Increases</b> Year 1: 6.5% market adjustment Year 2: 4.00% wage increase Year 3: 4.00% wage increase	<b>RN Wage Increases:</b> Year 1: 2.25% wage increase with no retroactive pay Year 2: 2% wage increase Year 3: 2% wage increase
	<b>Tech Wage Increases:</b> Job classes not listed below: Year 1: 4.75% Year 2: 4% Year 3: 4%	<b>Tech Wage Increases:</b> Job classes not listed below: Year 1: 1.5% wage increase with no retroactive pay Year 2: 1.75% Year 3: 1.75%
	<b>Job classes in need of additional wage increase:</b> MRI, Surg Techs, Pharmacy Tech, Pharmacy Tech 2s and Pharmacy Purchaser, EP, Cardiovascular and Rad Tech II: 6.75% market adjustment in year 1 Rad Tech 1s receive 5% increase in year 1 Echo Techs, Echo Vascular Techs and Medical Lab Techs: 5.75% increase in year 1 Respiratory Therapists receive a 6% increase in year 1 CT moves to pay grade H plus 4.75% increase in year 1 MRI Safety Officer is placed on pay Grade G plus 6% increase in year 1	<b>Anesthesia Tech, MRI Tech, Pharmacy Tech, Surg Tech (all classes), CV / IR Tech:</b> Year 1: 1.75% Year 2: 1.75% Year 3: 1.75%
	<b>Service Wage Increases:</b> Job classes not listed below: Year 1: 4.75% Year 2: 4% Year 3: 4%	<b>Service Wage Increases:</b> Job classes not listed below: Year 1: 1.5% with no retroactive pay Year 2: 1.75% Year 3: 1.75%
	<b>Job classes in need of additional wage increase:</b> Housekeeping I, Food Service Worker move starting wage to Step 8 Diet Office Clerk, PBX move starting wage to Step 6 Housekeeping II, Patient Transporter and Linen Tech starting wage moves to Step 4 Food Production Worker starting wage moves to Step 4 Those job classes listed above would move to the corresponding step on the new wage scale to ensure full credit is given <b>The following job classes receive a 5.25% increase upon ratification</b> <ul style="list-style-type: none"><li>- Anesthesia Tech</li><li>- Central Service Tech 1</li><li>- Central Service Tech 2</li><li>- All NAC job classes</li><li>- ER Tech</li><li>- HUC</li><li>- Monitor Tech</li><li>- Phlebotomist</li></ul> ER techs move to pay grade L plus 6% increase Housekeeper I assigned to OR or Labor and Delivery placed on Housekeeper II wage scale for any hours worked in those departments	Pay increases for other classifications: <b>CNA:</b> Year 1: 1.75% Year 2: 1.75% Year 3: 1.75%  <b>ER Tech:</b> Year 1: 1.75% Year 2: 1.75% Year 3: 1.75%  <b>Central Service Tech:</b> Year 1: 1.75% Year 2: 1.75% Year 3: 1.75%
	Add steps 26 and 27 for all service and tech job classes	No
	Eliminate step 30 as a “ghost step” for RNs	No
	Float premium for NACs	No
	Retro pay to August 1 <sup>st</sup> , 2020	No
Healthcare	Protect the hometown discount for the life of the contract.	Management made a counter proposal on 4/27 extending the hometown discount for the life of the contract
Propose “home areas” and float pool for housekeeping	Add work area and days off to housekeeper job postings	Tentative Agreement
	Home areas where housekeepers will be assigned to learn to be proficient in their area.	No
	Create a committee to determine an EVS float pool.	No
	Float premium of \$2 an hour every time a housekeeper is moved out of their “home area.”	No
Mandatory low census	Maintain existing annual low census cap, increase minimum low census on-call pay from 2 to 3 hours	Increase annual low census cap from 132 hours to 198 hours; require members to go on call when give low census.
Break Relief RN and Tech pilot	A committee that will pilot an RN who will have no patient load but work to float other RNs	Countered on both proposals with a committee to study missed breaks and implement changes
	A tech committee that will pilot a designated tech to ensure breaks are taken uninterrupted so we can get the rest we need	
Call back pay	Three hours minimum and rest between shifts start after four accumulative call back hours	Countered with current language of two hours minimum call back.

Management did propose a new wage scale for Dietary Utility Workers, Food Service Workers, and Housekeeper 1s that starts at \$13.71 and moves up there on all 25 steps.

