



We **NEED** wage increases that **RECRUIT, RETAIN, AND ENSURE** quality care

Significant pay increases at Providence St. Peter will address our urgent need to be competitive in our area, improve our serious staffing issues and our ability to provide quality care to our patients, and allow our coworkers to live in Thurston County under our increasing cost of living. That is why our bargaining team looked closely at regional wage data to develop proposals that represent reasonable steps to address this top priority.

We know that Providence can afford the investment in staff and patient care our team is calling for!

Our proposed across-the-board wage increases

(In addition to any anniversary step increases)

July 1, 2021: 9%

July 1, 2022: 4%

July 1, 2023: 4%

Increased hourly premiums:

- **Per diem:** From 10% to 15%
- **Preceptor pay (new):** \$1.25
- **Premium for floating off your unit, or being assigned to float pool (new):** \$3.00
- **Sterile processing certification (new):** \$1.00
- **EVS certification (new):** \$1.00
- **Surgical Tech certification (current, but not in contract):** \$1.00
- **Monitor Tech (new):** 10%
- **“Short Call” (called to work with less than 4 hours’ notice):** \$10 an hour in addition to time and a half

INCREASED SHIFT DIFFERENTIALS

All jobs except LPN and Surg Tech

	EVENING	NIGHT	WEEKEND	LEAD
Union Proposed	2.00	2.25	1.75	1.25
Current	1.25	1.75	1.15	1.00

LPN, Surg Tech.

	EVENING	NIGHT	WEEKEND	LEAD
Union Proposed	2.25	3.25	2.60	1.50
Current	1.75	2.50	2.00	1.05



Because of our unity, we've taken steps in the right direction

We are encouraged that management has made movement in the right direction that recognizes our unity. This is a good start. However, if we want to create positive changes for our patients and workforce, management must work with us to do the same.

ISSUE	UNION PROPOSAL	MANAGEMENT PROPOSAL
Credit for past experience	Year-for-year credit for past experience for recent or related work experience.	Employees with one (1) to three (3) shall be employed at no less than a one-year rate, employees with four (4) to eight (8) shall not be employed at no less than a two-year rate, employees with more than eight (8) years shall not be employed at not less than a three-year rate.
Union leave	A personal leave to assume a position with the Union may be granted up to twelve (12) months in length to do work with the Union to represent workers.	An unpaid leave of a minimum of one (1) month to assume a position with the Union.

Management comes up short on educational opportunities

An important issue in this negotiation is St. Pete's beginning participation in the joint Multi-Employer SEIU Healthcare 1199NW Training Fund. This would provide more programs, easier access and upfront tuition money—not reimbursement—for our members. Pete's would join other employers, including Swedish, in contributing 1% of the gross payroll of the Service & Maintenance bargaining unit employees.

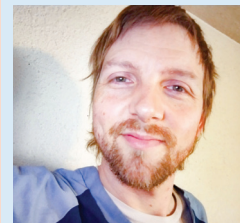
Our team let management know that St. Pete's current tuition reimbursement plan is not working. Access is too difficult and the "reimbursement" model is a huge barrier to many of our members. Unfortunately, management has proposed the current plan, with increases in the tuition reimbursement amount. This does not solve the problem.

We will have more opportunities in future sessions to explain to management the need and advantages to all of Joining other employers in the Joint Training Fund.

NEXT BARGAINING: In process of being scheduled



“There's never consistency, always changes without notice. All staff are expected to adapt to short staffing, and it's house wide. We continue to take admissions even though we are short staffed, we have high acuity patients, and very low morale. This all is taking a toll on the people committed and dedicated to making Providence a place to continue to work for. Management needs to address this if they want to not lose any more employees. Let's come to an understanding and respect the workers that are here for the patients! Short staffing is not good for the community. All we see right now are problems, and we need to come to a solution in this negotiation.” ***LONNIE PITTS, Unit Secretary COU**



“If you step back and look at what we are trying to do here in bargaining, it's about making St. Pete's a better place. That means looking at service workers as an asset and investing in us.”

***DESMOND ELLIS, EVS**