

We Work Way Beyond 9-5:

Progress at the bargaining table, but management needs to commit to getting this done



We work way beyond 9-5. Giving quality patient care requires that we keep our hospital running 24 hours a day, 7 days a week. Last week, we met with management for our second session with a federal mediator. We made progress on our issues, including wages for some job classes. However, there is work left to do. We came prepared to bargain late into the evening, but management wasn't willing to stay as late as our bargaining team.



"Management made some movement on the RN wages, but in order to be competitive and recruit and retain nurses they will have to make more progress. We came today with the intent to bargain late into the day if necessary, but management wasn't willing to stay late and get this done. We are seeing the effects of having some of the lowest RN wages in the region and have staffing shortages in many units. Let's fix this!" - Kari Laywell, Valley Hospital OR

Pharmacy had a great win with wages today, but a wage win for one is not for all. We are not done fighting for the rest of our team and our co-workers. We will not settle until every one of our teams is satisfied with the end result. We have stayed strong together and have made some progress as a unit, as a whole. We will continue to fight on for all units and all our co-workers!" - Ben Hoffman, Valley Hospital Pharmacy



**NEXT BARGAINING DATE:
JUNE 15**



Bargaining update and TA on flip side >>>

Bargaining Update:

NOTE: TA means “tentative agreement” and is meant to reflect where we have agreement with management pending ratification of a full contract.

Proposal	Union	Management
Wages: RNs, Techs and Service	RN Wage Increases Year 1: 5.5% market adjustment Year 2: 4.00% wage increase Year 3: 3.75% wage increase	RN Wage Increases: Year 1: 4% wage increase Year 2: 2.75% wage increase Year 3: 2.75% wage increase \$1.00 / hour differential for BSN, MN, MSN or PhD in Nursing per attached MOU.
	Tech Wage Increases: Job classes not listed below: Year 1: 3.75% Year 2: 3.75% Year 3: 3.5%	Tech Wage Increases: Job classes not listed below: Year 1: 2% Year 2: 2% Year 3: 2%
	Job classes in need of additional wage increase in year one:	Job classes in need of additional increase in year one:
	MRI: 5.5% Surgical Techs: 6% Cardiovascular Techs: 6.5% Cardiovascular Invasive Techs: 6.5% Pharmacy Tech 2: 6.5% Pharmacy Buyer: 6.5% EP Tech: 6.5% Rad Tech 1: 4.75% Rad Tech 2: 6.5% Echo and Echo Vascular: 5% Medical Lab Techs: 5.5% Respiratory Therapists: 6% CT Techs: 5% New MRI Safety Officer position placed on pay grade G	MRI: 3.5% Surgical Techs: 4.5% Cardiovascular Techs: 6.5% (TA) Cardiovasc Invasive Techs: 6.5% (TA) Pharmacy Tech: 6.5% (TA) Pharmacy Buyer: 6.5% (TA) EP Tech: 6.5% (TA) Rad Tech 1: 2% Rad Tech 2: 2% Echo and Echo Vascular: 2.5% Medical Lab Techs: 5.5% (TA) Respiratory Therapists: 6% (TA) CT Techs: 2% No new MRI Safety Office position
	Service Wage Increases: Job classes not listed below: Year 1: 3.75% Year 2: 3.75% Year 3: 3.5%	Service Wage Increase: Job classes not listed below: Year 1: 2% Year 2: 2% Year 2: 2%
	Job classes in need of additional wage increase: - Housekeeping I, Food Service Worker move starting wage to current Step 7 - Diet Office Clerk, PBX move starting wage to current Step 5 - Housekeeping II, Patient Transporter and Linen Tech starting wage moves to current Step 4 - Food Production Worker starting wage moves to current Step 3 Those job classes listed above would move to the corresponding step on the new wage scale to ensure full credit is given	8% increase for Housekeeper 1, Food Service Worker, Diet Office Clerk and Dietary Utility Worker with Step 1 wage of \$13.71
	The following job classes receive a market adjustment in year 1: - - All NAC job classes: 4.75% - ER Tech: 5% - Central Svc Tech 1: 4% - Central Svc Tech 2: 4.75% - Monitor Tech: 4% - Phlebotomist: 4.5% - Lab Aid: 3.75% - HUC: 4%	Pay increases for other classifications: All NAC job classes: 2.25% ER Tech: 3% Central Service Tech 1: 2.25% Central Service Tech 2: 2.25% Monitor Tech: 3.0% Phlebotomist: 3.0% Lab Aid: 3.0% HUC: 2%
	Add step 26 for all service and tech job classes	No
	Eliminate step 30 as a “ghost step” for RNs	No
	One time \$250 “longevity bonus for all members at step 25 or above	Waiting on response
Healthcare	One time “ratification bonus” of \$1500 pro-rated by FTE. Bonus would apply to general and unit based supplemental employees and have a floor of \$500.	One time \$400 ratification bonus pro-rated by FTE. Unclear as to whether or not it applies to supplemental employees.
	Agreement to trainer pay, but countered with \$1 per hour. Counter would also empower unit based committees to determine training that qualifies for trainer pay.	NEW: Trainer pay for service workers providing training to employees that falls outside of the scope of “general orientation”. Pay would be \$.75 per hour.
	Protect the hometown discount for the life of the contract.	Management agreed to extend the hometown discount for the life of the contract
	Maintain existing annual low census cap	Management withdrew its previous proposal to increase annual low census limit by 66 hours per year
	Tentative agreement to create breaks workgroup that can address missed breaks	Tentative agreement to create breaks workgroup that can address missed breaks
Call back pay	Three hours minimum callback, brining our hospitals in line with the rest of the industry	Management is a no at this stage