



# Staffing Improvements are Key to a Fair Contract

We are united for our patients and staff. We will continue standing up until we get a contract that raises standards for all of us at Providence St. Peter Hospital. We’re encouraged that management has come to the table with their own proposals; however, if we want to create positive changes for our patients and coworkers, we know that the proposals we have on the table will accomplish that.



“Short staffing is a huge issue throughout the hospital. For example, the Central Monitoring Unit has been open for 2 ½ years. We have worked really hard to keep CMU open, with little support from management. Working for Providence for 20 years, I wanted to be in the CMU. I love my job but we have had to rely on each other. I have never felt that in the past. Like many areas in the hospital, we still get short staffed. It is scary when you are in charge of keeping patients alive, and you don’t have the means, equipment and bodies. Management needs to address this and look at our staffing proposals.”  
**Alissa Kautz, Monitor Tech CMU**

## Summary of Proposals After June 24 Bargaining

Management proposals in **red** are takeaways from our current contract.

| Union   | Management   |
|---|--|
| <b>Wages Increases</b>  |  |
| Across-the-board wage increases<br>Year 1 - 9%<br>Year 2 - 4%<br>Year 3 - 4%  | Waiting on a counter from management.  |
| <b>Other Wage Adjustments</b>   |  |
| NEW: Equity adjustment: If someone is hired into a position at a rate higher than current employee(s) in that job with same or more experience, current employee(s) have to be adjusted up. | Increase in experience credit for new hires (still less than 1-to-1), but other issues waiting on a counter from management. |
| 1-to-1 credit for past experience for new employees.  |  |
| Top Step - 2% every year for the life of the contract for those who are at the top step.  |  |
| Ghost Steps - Elimination of ghosts steps, so that every employee gets a step increase every year.  |  |
| Extra Shift Bonus - employees shall receive a \$200 bonus (12-hour shift), \$150 (10-hour shift) or \$100 (8-hour shift) for working an extra shift.  |  |
| 15% wage differential for per diem employees  |  |
| 10% monitor tech premium  |  |
| Increase of 3% to the pay rates and to all incumbents in job classes where hiring bonuses are offered.  |  |
| Short Call Pay - \$10/hr in addition to time and a half for employees who work a shift with less than (4) hours notice.   |  |
| <b>Differentials</b>  | Waiting on a counter from management.  |
| New: Preceptor Premium - \$1.25<br>New: Floating Premium - \$3.00<br>New: Float Pool Premium - \$3.00   |  |
| Evening Shift Differential - From \$1.25 to \$2.00, and from \$1.75 to \$2.25 for LPNs and Surgery Techs.   |  |
| Night Shift Differential - From \$1.75 to \$2.25, and from \$2.50 to \$3.25 for LPNs and Surgery Techs.   |  |
| Standby Pay - From \$3.25 to \$4.25, and from \$4.00 to \$5.25 for LPNs and Surgery Techs.  |  |
| Lead Pay - From \$1.00 to \$1.50, and from \$1.05 to \$1.75 for LPNs and Surgery Techs.   |  |
| Weekend Shift Differential - From \$1.10 to \$1.75, and from \$1.90 to \$2.50 for LPNs and Surgery Techs.   |  |
| Certification Premium Pay (Surgical Technologist) - \$1.00  |  |
| Sterile Processing Tech Certification Pay - \$1.00  |  |
| EVS Certification Pay - \$1.00  |  |

Our next bargaining session:  
**July 7**

|  |  |  |
|--|--|--|
| <b>Improved Staffing and Quality Care</b>  |  | Committee to discuss stable assignments in Admitting.  |
| A minimum of four (4) CNA and two (2) HUC will have a full voting position on the Nurse Staffing committee to determine the staffing levels for SEIU 1199NW members on nursing units.  |  | Otherwise waiting on management proposals.   |
| NEW: CNA Ratios (except critical care and pediatrics). Sitter assignments will be in addition, not included.   |  |  |
| 4 CNAs = 24-32 patients<br>3 CNAs = 18-24 patients<br>2 CNAs = 0-18 patients   |  |  |
| NEW: No subcontracting of any bargaining unit work for the life of the contract.   |  |  |
| Better working conditions for monitor techs that include not being responsible for more than 50 screens, breaks, and defined lunches.  |  |  |
| Stable work assignments defined by Labor-Management work groups in Admitting, Nursing EVS and Distribution. Seniority considered in making stable work assignments.  |  |  |
| <b>Commitment to Organizational Equity and Inclusion</b>   |  | Waiting on a counter from management.  |
| Strengthening of non-discrimination language – include gender identity, genetic information, political ideology. Non-discrimination applies to all personnel actions.  |  |  |
| Labor-Management development of program and monitoring of data to improve cultural competency, awareness of hidden bias and equity, throughout the agency.   |  |  |
| No retaliation for raising discrimination issues.  |  |  |
| <b>Secure and Affordable Health Benefits</b>   |  | <b>Management can increase costs and/or reduce any benefits each year. Only commitment is to bargain increased costs or reduced benefits with union. This is a significant TAKEAWAY from our current contract.</b> |
| Provide maintenance of benefits: No increased costs or reduced benefits for the life of the contract.  |  |  |
| Easier access to health incentives to pay out-of-pocket costs — no Virgin Pulse.   |  | Keep current health incentive requirements —Virgin Pulse.  |
| Washington Paid Family and Medical Leave Premiums 100% employer paid.  |  | Washington Paid Family and Medical Leave: Keep current premium split (37% employer paid, 63% employee paid).   |
| Medical Plan Assistance Program - current benefit (50% or 100% reduction in premiums based on specific family income levels) guaranteed in contract.   |  | Medical Plan assistance program — no guarantee of current benefit.   |
| Employee Discount — bargaining unit employees will receive the most favorable discount for any providence services.  |  | No response on employee discount.  |
| <b>Expanded Training Opportunities</b>   |  | No to Training Fund. Current St. Pete Programs Tuition Reimbursement - up to \$5,280 for employees. Money not up front. No other improvements.   |
| NEW: St. Pete joins Providence Swedish, Multi-Care, Kaiser, and others as part of SEIU 1199NW Multi-Employer Training Fund, which would give employees money up front, easier access to more programs and more resources for career advancement. |  |  |

| Respect for our organization  |   |
|---|---|
| Union bulletin board space on every unit.                           | No on bulletin boards   |
| Union leave for employees to work temporarily for the union.        | One bargaining unit member granted leave of up to one month with guarantee to return to position. |
| Meeting rooms in the hospital guaranteed for union member meetings. | Yes to union proposal!  |
| Access for union reps to new employee orientation.                  | All new employee orientations to be online.   |
| Paid release time for negotiations.                                 | No  |