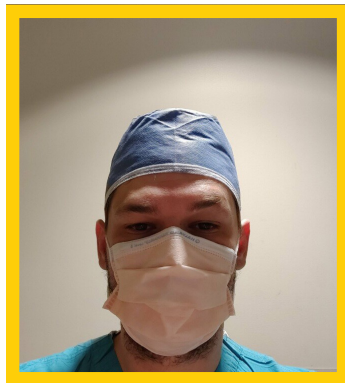




# PROVIDENCE ST. PETER HOSPITAL: Pay Us What We Are Worth

As healthcare workers, we understand that providing the best quality care to our patients is our highest priority. This has been most critical now, more than ever, as we continue providing care during the COVID pandemic. We also understand that retaining staff means providing good healthcare benefits, fostering a culture of inclusivity, and providing competitive wages.

This week’s bargaining session with St. Pete’s management showed that our priorities with compensation are far apart.



### ***Drew Stacks***

“If Providence wants to reduce the turnover in staff in its departments, then it needs to pay well enough to retain them.”

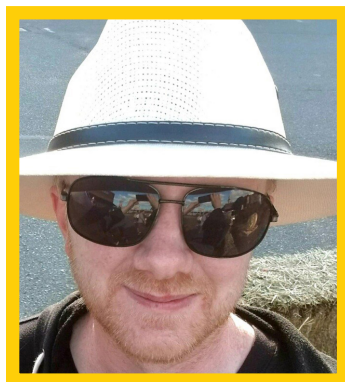
– Drew Stacks, Sterile Processing, Sterile Processing Tech



### ***Lonnie Evan***

“Quantity of pay equals quality of staff.”

– Lonnie Evan, Emergency Services, LPN



### ***Keagan Hemenway***

“Yeah, don’t increase our pay more than what you have historically, even though, short staffing, COVID, and Multicare beating at the door.”

– Keagan Hemenway, Dietary Cook, Dietary

## OUR MESSAGE: 1.5% IS NOT ENOUGH.

### UNION

#### Commitment to Organizational Equity and Inclusion

Strengthening of nondiscrimination language -include gender identify, genetic information, political ideology, Nondiscrimination applies to all personnel actions, including hiring.

Labor-Management development of program and monitoring of data to improve cultural competency, awareness of hidden bias and equity at hospital.

No retaliation for raising discrimination issues.

#### Other Working Conditions

##### **Restructure:**

• 30 days’ notice to union and employees of complete details of a restructure, before any rebidding. (This is current practice based on a grievance settlement).

#### Wages That Recruit and Retain

Across-the-board wage increases:

Year 1 - 9%  
Year 2 - 4%  
Year 3 - 4%

Differentials:

New: Preceptor Premium - \$1.25  
New: Floating Premium - \$3.00  
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

### MANAGEMENT

No commitment to any specific actions to address discrimination or increase organization equity and inclusion at St. Pete’s.

No retaliation for raising concerns. Concerns are required to be reported to core leader, HR or integrity hotline.

Elimination of current 30 days’ notice of complete restructure details.

Management’s Counter - 8/9/2021

Year 1 – 1.5%  
Year 2 – 1.5%  
Year 3 – 1.5%

Differentials:

Preceptor Premium – No  
Floating Premium – No  
Float Pool Premium – No

Evening Shift Differential - \$1.35 and \$1.85 for LPN’s and Surgery Techs.

Night Shift Differential - \$1.85 and \$2.75 for LPN’s and Surgery Techs.

<p>and Surgery Techs.</p> <p>Standby Pay - From \$3.25 to \$4.25, and from \$4.00 to \$6.00 for LPNs and Surgery Techs.</p> <p>Lead Pay - From \$1.00 to \$1.50, and from \$1.05 to \$1.75 for LPNs and Surgery Techs.</p> <p>Weekend Shift Differential - From \$1.10 to \$1.75, and from \$1.90 to \$2.50 for LPNs and Surgery Techs.</p> <p>Certification Premium Pay (Surgical Technologist) - \$1.00</p> <p>Sterile Processing Tech Certification Pay - \$1.00</p> <p>EVS Certification Pay - \$1.00</p> <p>Top Step - 2% every year for the life of the contract for those who are at the top step.</p> <p>Ghost Steps - Elimination of ghosts steps, so that every employee gets a step increase every year.</p> <p>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.</p> <p>15% wage differential for per diem employees</p> <p>10% monitor tech premium</p> <p>Increase of 3% to the pay rates and to all incumbents in job classes where hiring bonuses are offered.</p> <p>Short Call Pay - \$10/hr in addition to time and a half for employees who work a shift with less than (4) hours' notice.</p>	<p>Standby Pay – maintaining current language</p> <p>Lead Pay - \$1.25 and \$1.30 for LPN's and Surgery Techs</p> <p>Weekend Shift Differential - \$1.25 and maintain \$2.00 for LPN's and Surgery Techs.</p> <p>Certification Premium Pay (Surgical Technologist) – No</p> <p>Sterile Processing Tech Certification Pay – No</p> <p>EVS Certification Pay – No premium</p> <p>Top Step – No</p> <p>Ghost Steps – No</p> <p>Extra Shift Bonus – No</p> <p>Maintain 10% for per diem employees</p> <p>\$.50 for employees who are not classified as monitor techs but are temporarily working as monitor techs.</p> <p>Increase of 3% to the pay rates and to all incumbents in job classes where hiring bonuses are offered – No</p> <p>Short Call Pay - \$10/hr in addition to time and a half for employees who work a shift with less than (4) hours' notice – No</p>
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Respect for our organization	
<p>Union bulletin board space on every unit.</p> <p>Union leave for employees to work temporarily for the union.</p> <p>Access for union reps to new employee orientation.</p> <p>Paid release time for negotiations and ability for members to donate vacation to the bargaining team.</p>	<p>No on bulletin boards.</p> <p>One bargaining unit member granted leave of up to one month with guarantee to return to position.</p> <p>All new employee orientations to be online, so access not needed.</p> <p>No paid release time for bargaining or vacation donation.</p>
<p><b>Secure and Affordable Health Benefits</b></p> <p>Provide maintenance of benefits: No increased costs or reduced benefits for the life of the contract.</p> <p>Easier access to health incentives to pay out-of-pocket costs — no Virgin Pulse.</p> <p>Washington Paid Family and Medical Leave Premiums 100% employer paid.</p> <p>Medical Plan Assistance Program - current benefit (50% or 100% reduction in premiums based on specific family income levels) guaranteed in contract.</p> <p>Employee Discount — Bargaining unit employees will receive the most favorable discount for any Providence services.</p>	<p>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.</p> <p>Keep current health incentive requirements — Virgin Pulse.</p> <p>Washington Paid Family and Medical Leave: Keep current premium split (37% employer paid, 63% employee paid).</p> <p>Medical Plan assistance program — no guarantee of current benefit.</p> <p>No response on employee discount.</p>
<p>Expanded Training Opportunities</p> <p>St. Pete joins Providence Swedish, MultiCare, Kaiser, and others as part of SEIU Healthcare 1199NW Multi-Employer Training Fund, which would give employees money up front, easier access to more programs and more resources for career advancement.</p>	<p>No to Training Fund. Current St. Pete Programs Tuition Reimbursement - up to \$5,280 for employees. Money not up front. No other improvements.</p>
<p>Improved Staffing and Quality Care</p> <p>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 Healthcare 1199NW members on nursing units.</p> <p>CNA Ratios (except critical care and pediatrics). Sitter assignments will be in addition, not included.</p> <p>4 CNAs = 24-32 patients 3 CNAs = 18-24 patients 2 CNAs = 0-18 patients</p> <p>No subcontracting of any bargaining unit work for the life of the contract.</p> <p>Better working conditions for monitor techs that include not being responsible for more than 50 screens, breaks, and defined lunches.</p> <p>Stable work assignments defined by Labor-Management work groups in Admitting, Nursing EVS and Distribution. Seniority considered in making stable work assignments.</p>	<p>Committee to discuss stable assignments in Admitting.</p> <p>Otherwise waiting on management proposals.</p>