



OUR UNITY WINS!

We know that to provide the highest quality of care, we first need to be taken care of and recognized for the work that we do. We spent many months at the bargaining table and stayed unified by taking actions to ensure that we win a fair contract that our families and patients deserve. Through our unity, we won a new union contact agreement with language that will help us recruit and retain qualified healthcare staff.

Our union contract raises and increases*!

After ratification 2021: 3%
1/1/22: 2.75%
1/1/23: 2.75%

The following job classes have additional grade increases*

- Move CNA to Grade 9
- Move Storeroom Steward to Grade 10
- Move OB Tech to Grade 15
- Move EKG Tech to Grade 12
- Move ED Tech I to Grade 12
- Move ED Tech II to Grade 13
- Move Clinical Lab Asst. to Grade 11
- Move Surgical Technologist to Grade 17
- Move CVOR Surgical Technologist to Grade 18

We will meet with management in August 2023 to review market conditions and discuss if more market adjustments are necessary.

Ratification bonus* of \$450.00 prorated by FTE.

*Raises and wage increases are effective the first full pay period following the dates listed.

NEW Shift Incentive: \$150.00 per declared incentive shift. Must be after you’ve worked above your FTE.

- Clarify with your core leader prior to accepting an extra shift.

NEW Retention Bonus: Up to \$2,000.00, paid in two lump sums (subject to the FTE, productive hours)

1. Up to \$1,000.00 on September 17, 2021
2. Up to \$1,000.00 no later than the second pay period following March 31, 2022

NEW Perioperative service line lead premium: 3% of base rate

Resource Team Premium: increased to \$1.25/hour

Being recognized for the work we have put in

Employees hired between March 8, 2019, and December 31, 2019, will be eligible to request a credit/step placement audit between January 1, 2022, and February 1, 2022.

If a step adjustment is warranted, then:

The following job classes have additional grade increases*

- Employees will be eligible to move a maximum of one (1) step in 2022.
- Employees will be eligible for placement on the step that conforms with their relevant experience in 2023.

For employees who were eligible to participate in the February 2019 to May 2019 experience review audit and successfully challenged their experience credit and are still below their correct step shall be placed on the correct step on **October 1, 2022**.

“After successfully completing the credit for experience audit in 2019, I’ve patiently waited for the pay that I know I deserve and the pay that Providence has already acknowledged I’ve earned. Finally, after ratification of our new contract, I will be put on the correct step on October 1, 2022. I couldn’t be more thankful for all of the hard work our union representatives and bargaining team members put in.”
Suzanne Morrell, CT



We can all advance with the training and education fund for healthcare and career development

Improved continuing education benefits and college tuition by joining the SEIU Multi-Employer Training Fund

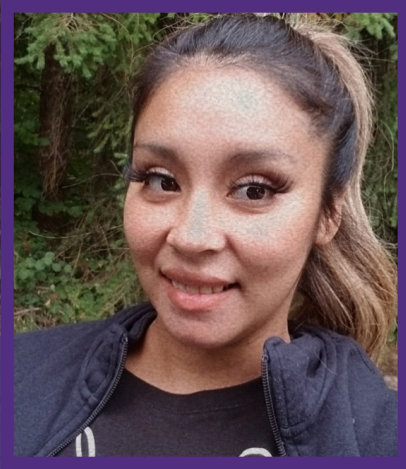
The Training Fund covers:

The following job classes have additional grade increases*

- Tuition assistance for degree programs
- Career counseling
- Continuing Education Unit (CEU) costs like AARTs
- Pre-requisite opportunities for any healthcare degree
- Case management services, tutoring, and one on one support
- Back to college classes

Management will continue to offer the current tuition assistance and continuing education benefits in our contract as well.

“I feel like we are moving a step in the right direction. With getting our incentive pay for picking up an extra shift is major. Our Training Fund will also help us get an education. This contract has many improvements that are raising standards for us. We need to come together as a whole unit to be able to get what we want. Nothing comes handed to you. You have to speak up and be heard.” Sabrina Escobar, EVS Housekeeper



Safe staffing saves lives

CNA Breaks: We will work with management in our labor management committee to review missed breaks.

NEW LOU EVS Techs: EVS Techs will be scheduled to their specific areas whenever possible and will receive hands-on cross-training opportunities to other areas whenever such training is available. Any standard operating procedures will be discussed further at the Unit Based Committee.

Nutrition Services: A sub-committee within the department will meet within 90 days of ratification to discuss schedule options and develop best practices on utilization of employees holding multiple positions.

Laboratory Department: The unit-based committee will work together to create a staffing plan. The first session will occur within 60 days of ratification.

Precepting: A new sub-committee to examine and make recommendations on the parameters of a preceptor program in all departments to be sure new staff are being properly trained and current staff are being recognized for their work.

Subcontracting: Management will give us 90 days’ notice of any intent to subcontract our work and we can meet to discuss alternatives.

We’ve improved our language to fit our needs and to ensure we have a strong union voice at Kadlec

PTO Scheduling: We can now work with our supervisor to determine availability of specific dates to request time off. Supervisors will work with employees to determine the ability to take time off on the dates requested.

Bulletin Boards: Improving our language on bulletin boards to ensure we have a union bulletin board in all departments and/or space on existing boards for our bulletins.

Investigatory meetings: Management will give us notice when they believe a meeting could lead to discipline to ensure everyone has access to a union delegate.

Union negotiating team: Management has committed to help ensure bargaining team members can be released from work to attend bargaining in future negotiations.

Progressive discipline: Disciplines will be removed after two years.

NEW Union leave: Members may take up to 42 days of leave to work for the union.

Short-term disability: We have added that after January 1, 2023, any new claims will be eligible for 8 weeks paid leave at 100% of the employee’s base rate plus shift differential and certifications (if applicable).

EIB: We can continue to use our EIB until our banks have been exhausted. We can also use EIB to supplement our wages for short term disability and the WA PFMLA.

We’ve renewed our letters of understanding on...

- Medical benefits
- No mandatory low census pilot project
- 7/70 schedule
- Bachelors/Certification Premium practices — we have also added Respiratory Therapists
- Required standby hours — we’ve also reduced the number to 1,100
- Holdover practice for OR and Cath lab

We have a new LOU on upward progression. This is intended to clarify how people are placed on the scale when they move to a position that has a higher base rate of pay.

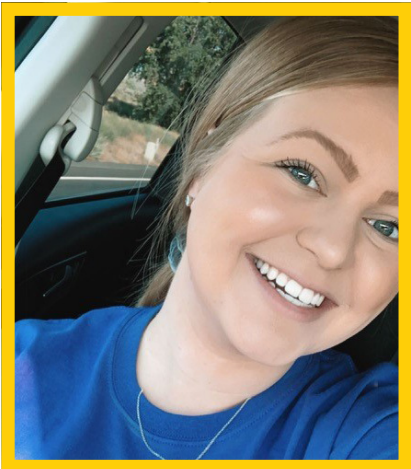
Our contract expires December 31, 2023



“I came to the bargaining table to represent as many coworkers as I can. I came not only as a delegate for the ER but as an Executive Board member to make sure everyone has a piece of the pie. I enjoyed working on this as I knew I had a purpose to accomplish and a chance for voices to be heard.

One thing I learned was if we are getting pushback, it is like a door closing but you have the opportunity to create and open up a new door with persistence. It was a great lesson to help and accomplish the goals we set as a team.

I came to the table with 200% dedication from day 1 because I regret not joining the bargaining team the first time in 2017 from the beginning. Because of all the actions we have taken we were able to put pressure on management and get to the tentative agreement, and now we need to take ownership of our new contract! We worked really hard at the table to get all of these wins and your bargaining team recommends a yes vote.” Ethel Pham, ED tech



“Being able to have my concerns voiced at the table is what being part of the union is about. Many of us gathered to let management know the changes necessary to keep us loyal employees going to workday after. We are glad our struggles were heard even if it took 10 months for them to hear it! All of us coming out to the actions and keeping everyone aware of the struggles at the table really kept us united and it showed at the end!” Sam Austin

