



Time to Address Our Broken Staffing and Create a Culture of Inclusion



“Safe staffing is crucial in the care of our patients. Unsafe staffing lends itself to medical errors, unhappy patients and burned out staff.” **Melissa Taylor, LPN Anesthesiology**



“It is 2021 and I believe it is important for Providence St. Peter to employ and place people in positions that reflect the diversity in this community.” **Latoscha Carter, Patient Care Partner SADU**

Our team made a completely new contract proposal for management in bargaining on Monday, Oct 11. Our proposal includes:

- ☆ Improved pay and benefits to help address our staffing crisis and show us respect for our work.
- ☆ A new voice in staffing to ensure quality care for our patients and reasonable workload for us.
- ☆ Historic first steps toward racial justice, equity, and respect for all; in both patient care delivery at St. Petes.
- ☆ A life-changing expansion of education benefits and opportunities for all our members.

We have had two big wins so far in bargaining. Management has agreed to maintain our vacation and sick time –no PTO! Management has also agreed to a big expansion of educational opportunities for St. Pete's members, by participation in our Joint Employer-Union training fund.

But major pay, benefit, staffing and respect issues are still unresolved.

Important new Union proposals on improving staffing and our work culture

On Monday our bargaining team members presented a new proposal for us to select 7 voting members for the hospital nursing staffing committee, so that CNA, HUC's, and Monitor Techs would be directly involved in making unit staffing plans. Currently, we have no voice in the staffing committee. The team spoke strongly about the need for our members to have a real say in setting staffing plans.

Our team also proposed a major initiative to work together on making much-needed institutional and systemic culture change at St Pete's to ensure that everyone feels that they fully belong at our workplace.

Our proposal is to start with workshops for managers and members led by an outside facilitator. In these workshops, we would explore hidden bias issues with management at St. Pete's, cultural competency, and different forms of harassment and discrimination, including those based on race.

At our Monday bargaining session, SEIU 1199NW Racial Justice and Education Directory, Dr. Ligaya Domingo, explained to management how to work with other employers who have agreed to this contract language and have produced real improvements in work culture.

Moving forward in November:

We have scheduled bargaining dates for Nov 9, Nov 16 and Nov 30. Nothing stops management from agreeing to a contract that makes the real improvements we need in November. But our unity and member participation are what would make that happen. Be in touch with your bargaining team members for more information.



Alissa Kautz, Monitor Tech
Lonnie Pitts, Unit Secretary COU
Keagan Hemenway, Cook
Ashley Hoskins, CNA Float Pool
Melissa Taylor LPN Anesthesiology
James Warfield OB tech
Desmond Ellis, EVS

Stacey DeVaney CNA ICU
Erin Brewer Surg Tech
Latoscha Carter PCP Surgical Short Stay
Lonnie Evans, LPN ER
Drew Stack, Sterile Processing Tech
Necole Torres, EVS

Summary of proposals after Monday, October 11 bargaining

Takeaway proposals by management are **highlighted in red**

Union	Management
Wage Increases	
Across-the-board wage increases 7/1/2021 -9% 7/1/2022 -4% 7/1/2023 -4%	Date of Ratification: 1.5% 6/30/2022 (1st full pay period): 1.5% 6/30/2023 (first full pay period): 1.5%
Other wage adjustments Full credit for all years of experience for new employees, and adjustment for current employees Top step- additional 2% (above the “across the board” increases every year “Ghost steps” (years with no step increase on the wage scale) eliminated Extra Shift Bonus – \$200 bonus (12-hour shift), \$150 (10-hour shift) or \$100 (8-hour shift) for picking up any extra shift. Increase per diem differential from 10% to 15% 10% monitor tech premium Increase of 3% to the pay rates for everyone in any job class where hiring bonuses are offered. Short Call pay -\$10 an hour in addition to time and a half for employees who work a shift with less than (4) hours’ notice.	Increase in experience credit for new hires (still less than year for year). Employees may request a review of their experience credit. No No No No No No
Differentials <u>New hourly premiums:</u> Preceptor: \$1.25 Floating premium (floating off your unit): \$3.00 Float pool premium: \$3.00 Sterile processing certification: \$1.00 EVS certification: \$1.00 <u>Increased hourly premiums:</u> Eve shift: from \$1.25 to \$2.00, from \$1.75 to \$2.25 for Surg Techs and LPN’s. Noc Shift: from \$1.75 to \$2.25, from \$2.50 to \$3.25 for LPN’s and Surg Techs. Standby: from \$3.25 to 4.25 and from \$4.00 to \$5.25 for LPN’s and Surg Techs. Lead: from \$1.00 to \$1.50, from 1.05 to \$1.75 for LPN’s and Surg Techs. Weekend: from \$1.10 to \$1.75, from \$2.00 to \$2.50 for LPN’s and Surg Techs Current Surg Tech certification pay \$1.00 added to contract	No No No No No \$1.35, except \$1.85 for LPN’s and Surg Techs \$1.85, except \$2.755 for LPN’s and Surg Techs No No \$1.25, except still \$2.00 for LPN’s and Surg Techs No

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Summary of proposals after Monday, October 11 bargaining (continued)

Takeaway proposals by management are highlighted in red

Improved Staffing and Quality of Care	
7 bargaining unit representatives (selected by Union) will have full voting positions on Nurse Staffing Committee	New Union proposal: waiting on response.
No subcontracting of any bargaining unit work	No
Monitor techs not responsible for more than 50 screens, with breaks and defined lunches.	No
Stable work assignments in admitting, Nursing, EVS and Distribution, with seniority considered in those assignments.	No
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.	No
Outside facilitator for workshops to help Labor-Management development of program to improve cultural competency, awareness of hidden bias and equity at hospital.	Equity and inclusion standing item on Labor Management agenda
No retaliation for raising discrimination issues.	No retaliation for raising concerns. Concerns are required to be reported to core leader, HR or integrity hotline.
Secure and affordable health benefits and sick time	
“Maintenance of benefits”: no increased costs or reduced benefits for the life of the contract.	Elimination of current “maintenance of benefits”. Management can increase costs and/or reduce any benefit each year. Only commitment is to negotiate over any increased costs or reduced benefit.
No “Virgin pulse” – easy access to health incentive \$\$ to pay medical bills.	
Washington Paid Family Medical Leave premiums 100% employer paid.	
Medical Plan assistance program –current benefit (50% or 100% reduction in medical premiums based on specific family income levels) guaranteed in contract.	Keep Virgin Pulse “points system” for earning health incentives.
Discount –employees will receive the most favorable discount for any Providence services.	Washington Paid Family and Medical Leave: keep current 37% employer 63% employee split.
	Medical Plan assistance program: no guarantee of current benefit.
	No response on employee discount.
Expanded training and professional development opportunities	
Expansion of education benefits and opportunities for all our members through St. Petes joining Joint Employer training fund. Includes tuition money “up front” and many other benefits.	Yes to Pete's participation in Joint Employer training Fund

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Summary of proposals after Monday, October 11 bargaining (continued)
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Other Working Conditions	
<u>Restructure:</u> 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).	Elimination of current 30 days' notice of complete restructure details.
<u>Safe workplace/workplace violence concerns:</u> Two security guards 24/7 on the nursing floors, Metal detector wands available at all Emergency Departments and ICU's, De-escalation and hands-on training to high-risk units. Personal safety device for all caregivers.	No
Respect for our organization	
Union access to union bulletin boards.	No
Union leave for 10 employees to work temporarily for the union up to 6 months.	5 bargaining unit members granted leave of up to one month.
Meeting rooms in the hospital guaranteed for union member meetings.	Yes, to union proposal on meeting rooms.
Access for union reps to new employee orientation.	All new employee orientations to be online, so access not needed.
Paid release time for negotiations and ability of members to donate vacation to the bargaining team.	No paid release time for bargaining or vacation donation.

Are you a member of our union at St. Pete's?

One way to make sure Providence St. Peter Hospital remains a great place to work and to keep our union strong is by joining your coworkers and becoming a member. You can join SEIU Healthcare 1199NW by filling out an electronic card!

joinseiu1199nw.org



scan this QR code with your phone camera to become a member!

