



## PROGRESS: NEW JOB CLASSES ADDED TO RETENTION BONUS LIST

All job classes deserve respect and recognition for working through the unknown these last 18 months. We fought together for fair wage increases in our contract fight. We also fought together for retention bonuses. Our actions are pushing management to expand the list of job classifications that are receiving the retention bonuses. We won't stop until EVERYONE is recognized for the role they play in the hospital. While we won bonuses for all job classes, not everyone has been given the recognition they deserve. Below is the updates list of job classes. Job classes added since the initial announcement are highlighted in yellow.

Position	Amount of Retention Bonus	Agreement
RN	\$10,000	12 months
RN- Case Managers	\$10,000	12 months
Respiratory Therapist	\$7,500	12 months
LPN	\$5,000	12 months
Specialty Tech-ED, ICU	\$5,000	12 months
NAC	\$5,000	12 months
Mental Health Techs	\$5,000	12 months
Cath Lab Techs: Cardiovascular Techs, Electrophysiology Techs, Echo Tech, EKG Tech	\$5,000	12 months
Imaging Techs : Rad Techs, Ultrasound Techs, Vascular Imaging, "Multiskilled Techs", MRI, CT, Mammography Techs	\$5,000	12 months
OR: Surg Techs, Periop Svs Tech, Anesthesia Tech, Anesthesia Supply / Equipment Coordinator / CS Techs	\$5000	12 months
Health Unit Coordinators	\$5,000	12 months
Monitor Tech	\$5,000	12 months
Medical Lab Tech	\$5,000	12 months
Food Nutrition Services (Food Production Worker, Food Service Worker, Diet Office Clerk)	\$2,000	12 months
EVS	\$2,000	12 months
Phlebotomists	\$2000	12 months
Patient Access / Registration	\$2,000	12 months



"We are fighting to get everyone a fair bonus. Our actions led to the creation of the bonus program and our sticker up and ongoing actions pressured management to expand the retention bonuses to imaging and surgery. Management is listening and there is still work to do."

**Jim Ford, Valley Radiology**

## Update: Healthcare champions win city council races

Our community supports the work we do and comes out to support us in our fights for safe staffing and fair wages. This support was on display during our rally in May of this year when union leaders, elected officials, and religious leaders joined us and spoke out in support of a just contract.

Two candidates who joined us on the picket line, Betsy Wilkerson and Zack Zappone, won their bid for Spokane City Council on November 2nd. This gives them a platform to help us in our fight for safe staffing and stand up for the rights of all workers in the city of Spokane.



## Update: Our fight for safe staffing- Senator Holy given award for role in fight for patient safety

Our fight for safe staffing is a moral issue. Our patients deserve the best care and they're a higher priority than hospital profits. That's why we've worked with legislators from both political parties to pass groundbreaking safe staffing legislation in Olympia.

Two weeks ago, we gave an award to Senator Jeff Holy (R-6th Legislative District) for his work passing vital safe staffing legislation, including the recent breaks and overtime bill. Senator Holy expressed gratitude for the award and his willingness to work on addressing the current staffing crisis.

"Senator Holy brings a wealth of knowledge and empathy to our fight for safe staffing. He understood our concerns and championed good legislation. We thank him for supporting healthcare workers across our state."

**Alex Knox, NAC,**  
**Deaconess Hospital 9 Tower**



## Know Your Rights: Requesting a union representative - Weingarten Rights

Being a Union member gives you more rights and protections, period! As a member of SEIU 1199NW, our contract and federal law gives you the right to union representation at any meeting with management, which may lead to discipline. Here's how it works:

- If management asks you question that can lead to discipline, you ask "If this discussion could in any way lead to me being disciplined or discharged, I request that my union representative be present at the meeting"
- If the answer is yes, management must then stop the conversation to give you time to find a delegate or organizer to attend or they reschedule the meeting all together
- If they insist on continuing the meeting, you can insist on not answering any questions



"Being part of the SEIU family, we stand together and fight together. You can have confidence your family will be in the room to back you up and make sure your career is not impacted negatively."

**Sarah Norisada, NAC,**  
**Deaconess Hospital, 7 Tower**