

Forward Movement from Management – But Still a Way to Go!



"Being on the floor the last couple of weeks has been an eye opener... it's out of control and that's not a secret. I've never seen such an influx of difficult patients. We want everyone to be safe... so we would like to come to the table and offer solutions. We don't want anyone to be hurt. It's really important that we are there as CNA's and HUC's in the staffing committee." **Lonnie Pitts, Unit Secretary COU**



"It is incredibly important that members of the caregiving team who are not RNs are involved in making staffing decisions so that we make the best possible decisions. We do not have an adequate voice when it comes to safe staffing levels. One CNA for 30 patients for an entire shift is not an acceptable way to provide patient care, we need to do better than that. It's not safe." **Lonnie Evans, LPN ER**

Last Thursday a big group of Prov St. Petes members marched to administration offices to urge management to settle a fair contract with us soon.

Following that, at Tuesday's session our team saw the first real momentum forward we have seen at the bargaining table.

Management made movement on multiple issues, including staffing, organizational equity and inclusion, training fund. Management proposed the creation of a preceptor position for the first time and agreed to significant new contractual protections for members in restructures.

It's a positive sign, but we still have a way to go. The team emphasized the need for a real voice in staffing, for example a seat at the hospital "staffing committee" table that makes staffing plans for CNA's and HUCs.

Our union team and management intentionally focused on "non-economic" issues at the Tuesday session, partly in preparation for sessions on November 16 and November 30 where we expect to discuss economics, with the assistance of a Federal mediator.

Look for updates after the Tuesday November 16 session and stay in touch with your team members!



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

New management proposals underlined in purple and
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

proposals continued on flip side 

Differentials

New hourly premiums:

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

Yes, (still some concerns about specific language)

No
 No
 No
 No

Increased hourly premiums:

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

\$1.35, except \$1.85 for LPN's and Surg Techs
 \$1.85, except \$2.755 for LPN's and Surg Techs
 No

\$1.35 all

\$1.25, except still \$2.00 for LPN's and Surg Techs

Current Surg Tech certification pay \$1.00 added to contract

No

Improved Staffing and Quality of Care

7 bargaining unit representatives (selected by Union) will have full voting positions on Nurse Staffing Committee

CNO will meet with Labor Management committee on staffing

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.

Yes

No retaliation for raising discrimination issues.

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

proposals continued on flip side 

Secure and affordable health benefits and sick time

“Maintenance of benefits”: no increased costs or reduced benefits for the life of the contract.

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.

Discount –employees will receive the most favorable discount for any Providence services.

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.

Keep Virgin Pulse “points system” for earning health incentives.

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
yes to including agreement in contract

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).

Yes

No

Safe workplace/workplace violence concerns:

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.