

## Stand Up for Our Patients, Families and Ourselves: Picket Set for Thursday January 27, 1-3pm.

**Our team has notified management that our members will carry out an informational picket at Providence St. Peter on Thursday, January 27 from 1-3pm on Lilly Road in front of the hospital.**

It's time for management to hear directly from members. We have been bargaining since May 2021 and they have still not proposed a contract that meets our minimal needs for pay increases or provides us a voice in staffing decisions. Management is even still proposing taking away our benefit security language!

**Management's pay proposal doesn't even meet the cost of living — they continue to propose a mere 2% increase for many of us.**

Although the hospital has made some good progress on training, and organizational equity and development, after after months of bargaining there is no excuse that was do not have a contract. We deserve an agreement with management that honors the sacrifices we have made and provides pay and working conditions that will allow the hospital to recruit and keep quality caregivers. We owe it to ourselves and our patients to stand up together.

Please sign up for the picket with your bargaining team rep:

Our  
Bargaining  
Team

Alissa Kautz, Centralized Monitoring Unit  
Lonnie Pitts, Clinical Observation Unit  
Keagan Hemenway, Dietary  
Elizabeth Hoskins, Nursing Float Personnel  
Melissa Taylor, Anesthesiology  
James Warfield, Labor and Delivery  
Desmond Ellis, EVS  
Stacey DeVaney, Intensive Care  
Cardiovascular  
Erin Brewer, Surgical Tech  
Latoscha Carter, Surgical Short Stay  
Lonnie Evans, Emergency Services  
Andrew Stack, Sterile Processing

Jan. 27 from 1-3pm to show management our unity. If you are not working, come to Lilly Road for a while. If you are working, come out on lunch or break (if you can get one!) for a few minutes. Showing our strength in numbers is what will make the difference." Ashley Hoskins, CNA Float Pool



### Informational Picket FAQ:

#### What is an informational picket?

It is a public action where we bring our fight for quality patient care and hospital working conditions to the community. Members should come if they are off work, participate before or after work, and during their lunch break or breaks. It is not a work stoppage.

#### Why are we picketing?

After eight months of bargaining, management is still coming up short in key areas:

- **Pay:** Management wage proposals are below official cost of living (as measured by Olympia CPI-W) for 85% of our members, including an outrageous 2% increase for almost a third of our members.
- **Staffing:** Wage increases are critical to attracting and keeping staff, but we also need a voice for non-RNs on the staffing committee.

**Management says no.**

• **Benefit protections:** Management says no to keeping our benefit guarantees from our previous contract.

• **Others:** See chart on the next page.

#### Who can participate?

Anyone who supports caregivers and investing in patient care at St. Peter should participate! Family and friends are welcome, and of course invite our RN and Tech coworkers at St. Peter. We will also be inviting elected officials and the press.

**Watch for more news in next few days.**



Summary of outstanding issues in bargaining

Union	Management
Wage Increases	
Across-the-board wage increases 7/1/2021 -8% 7/1/2022 -3.5% 7/1/2023 -3.25%	Date of Ratification: 2% 6/30/2022 (1st full pay period): 2% 6/30/2023 (first full pay period): 2%
First year total increases: Across the board plus market adjustments	
Periop Support Tech - 24%	5%
Sterile Processing Tech - 11%	Average 10.4% (?) * Grade 3 to 2C
Transporter - 8%	2%
Monitor Tech - 10%	2%
Surgical Tech - 8%	5%
Admitting Rep - 10%	6%
Dietary Cook - 8%	2%
Diagnostic Imaging - 8%	2%
ED Tech - 15%	6%
Food Service/NA - 16% Restructured scale to eliminate ghost steps at bottom	2%
HUC - 14%	6%
EVS Tech - 16% Restructured scale to eliminate ghost steps at bottom	Average 17.4% (?) * grade 10 to 7A
LPN - 8%	2%
Materials Supply Tech - 8%	2%
NS Retail Assistant - 8%	2%
CNA - 12%	6%
Other Pay Issues	
Full credit for all years of experience for new employees. Adjustment for current employees, and “related experience” to include relevant non-acute care experience	1 to 3 - 1 year 4 to 8 - 2 year More than 8 - 3 year rate
Experience review days in 120 days	in 90 days
Equity adjustment for incumbents.	No
New Top step 26 - additional 2% above 25	No
“Ghost steps” (years with no step increase on the wage scale) eliminated	No
Extra Shift Bonus – \$200 bonus (12-hour shift), \$150 (10- hour shift) or \$100 (8-hour shift) for picking up any extra shift. (Check RN language on when incentives are paid)	No
Increase per diem differential from 10% to 15%	No
PT 10% to 15% in lieu of benefits.	No
10% monitor tech premium	No
Increase of 3% to the pay rates for everyone in any job class where hiring bonuses are offered.	No
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.	No

proposals continued on flip side

