

It's Time for Providence To Invest in Safe Care **Respect Us, Protect Us, Pay Us**

Our union bargaining team made significant movement on Friday, bargaining late into the night. But we continue to fight over paid bargaining time, staffing and across-the-board wages. We gave management a huge proposal package. Now the ball is in Providence's court, and we need a response!

Paid bargaining time: Management must allow coworkers to support their bargaining colleagues by donating PTO. Collectively, the bargaining team has used an average of over 2,000 of their own vacation hours to make sure we get a contract that everyone deserves and is proud of.



"We've all worked hard this past year and used a lot of our vacation time to get to this point. I feel strongly that Providence should provide paid bargaining. A start could be paying part of it by putting hours in a bank and then allowing vacation donation from our coworkers."

-Melissa Taylor, LPN

Staffing: CNAs and HUCs are a critical part of the care team too. Our voices need to be heard when making staffing decisions.



"I feel like the HUCs and CNAs are an important part of the staffing committee, in that we are the ones that are in direct patient care, if not knowing the comings and goings in a unit at any given time. The HUCs work side by side with the charge nurses in order to correctly place patients in the appropriate beds."

-Lonnie Pitts, CNA, CDU



"The staffing committee, as mandated by law, decides staffing levels for nursing *including* *CNA* and *HUC* — why shouldn't they be at these meetings? Providence's only answer is no."

-Desmond Ellis, Housekeeper, EVS

Wages: Our ATB needs to align with the upward trend of inflation, not downwards. We remain united, focused and committed to the fight of winning a contract that will guarantee livable wages — an investment in our patients, our families and community. We need a contract that will fix the recruitment and retention issues at St. Peter so patients can get the care they deserve.

Union Proposals	Management Response
New* Washington PFMLA	Yes
Restructure Language	Yes
New* Organizational Equity and Inclusion	Yes
New * Orientation Language	Yes
New* Union Leave	Yes
New* Year for Year Credit for past experience	Yes — full credit for acute care setting and 1/2 credit for nursing home
New* Training Fund	Yes
New* Preceptor Pay	Yes
New* 15% per diem	Yes
Subcontracting Out	Keep the status quo
Market Adjustments for Everyone	Yes
Lead Pay Increase \$1.50	Yes
Weekend Premiums Increase \$2.50	Yes
New* Commitment to Workplace Safety	Yes
Work Assignments	Yes
New* Paid Negotiation	No
New* HUCs and CNAs being part of the staffing committee	No
New* Float Pool Premiums	No
Monitor Techs Premium \$1.00	No — will pay extra .50 cents for those who temporarily work as a Monitor Tech
Across-the-Board Increases:	
5% upon ratification, retro - 2021	First full pay period following ratification (not retroactive to contract expiration): 2.75%
3.25% - 2022	First full pay period following June 30, 2022: 2.25%
3% - 2023	First full pay period following June 30, 2023: 2.50%

What's Next:

Sign our unity petition! We all need to hold management accountable together. If you have not had a chance to sign the petition, access it here.

Stay connected to your bargaining and contract action team as we continue taking action and showing our support and commitment to each other. Let's show our ongoing dedication to one another and our patients by standing together.



1199nw.org/psph-unity



"If we don't show we are unified, we run a risk of losing everything that we have fought for and won. Please sign the unity petition."

- Collin Greer, CNA, Neuro ICU