

Standing Up for Respect!

As negotiations continue and we see little movement from administration on wages or safe staffing, it is becoming harder to believe Island administration respects us or the work we do. Safe staffing continues to be a problem across all job classes here at Island, and we know that raising wages will help to recruit new employees. Island continues to be a great place to work, and we all want the opportunity to stay here for many years. But for that to happen, administration must respect us and pay us competitive wages that keep up with the market and inflation.

“We all make a large contribution in our work, and we deserve respect for the important jobs we do by an increase in our wages.” - **Kiersten White, EVS**



Moving Closer

We are still very far apart from administration on pay and several other key proposals, but we are starting to see some movement. We are very happy to share with you all that we have a tentative agreement with administration to increase our weekend premium to \$1.50 an hour. Our weekend time is valuable time with families and loved ones that we miss out on when we are working. It's great to have that recognized at Island Hospital. We also have a tentative agreement to add the job class Pharmacy Tech to the certification premium pay! We believe that all job classes that have additional certifications should be recognized and adding Pharm Techs to that growing list is a big win!

“Hopefully this is a sign that management knows that change is needed. With Pharmacy Techs receiving certification pay and an increase to weekend differentials to \$1.50, this is just the beginning of changes that are desperately needed at Island Hospital.” - **Lisa Jones, Lab**



Staying United

Now more than ever, it is important that we stand together for better wages for ourselves and our future co-workers. We, the bargaining team, are calling for your support by signing your membership card if you haven't already. It is important for Island administration to see us as one team fighting for better wages and the respect we all deserve!

“If you truly care about getting a respectable raise and want to feel valued, please sign a membership card. If you are already a member, encourage those who aren't members to sign up. WE are the Union, WE must show each other the support and back each other up, especially now that we are in the middle of bargaining for a better contract.” - **Pricila Martinez, Surg Tech**



Are you a member of our union at Island? One way to make sure Island 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

“Island Health gave a good first financial offer, but it's been a month since that offer. Employees need wages that keep up with market rates, which is what our proposals do. We are asking for real wage increases that'll make lasting impacts in our lives.” - **Kim Deans, ACU CNA**

