

# Island: Prioritize Us!

We have made incredible sacrifices to take care of our community throughout the COVID pandemic. We continue to work short staffed because we can't recruit and retain. Other hospitals have also struggled with hiring but are taking steps to address the issue. Olympic Medical Center in Port Angeles is a very similar hospital to us and recently made wage increases that will help them recruit AND retain staff. Meanwhile, management at Island continues to offer significantly less in wages and continue to explain that they can't hire -we believe the two are related.

## See how Island stacks up to Olympic Medical Center

### Similarities

- ★ Similar in size
- ★ Both are public district hospitals
- ★ Both have patients that are uninsured or have lower paying insurances
- ★ Both have in-patient, out-patient, surgeries and clinics

### Differences

- ★ OMC can't draw from bigger population cities, like Everett and Bellingham
- ★ OMC doesn't have to compete with other area hospitals like Whidbey and Skagit and PeaceHealth
- ★ OMC prioritized staff pay
- ★ OMC has a stronger union membership

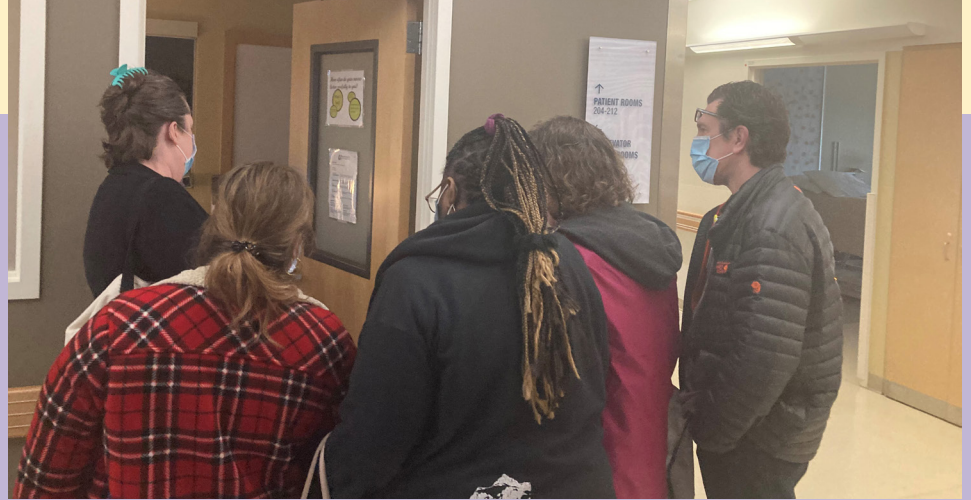
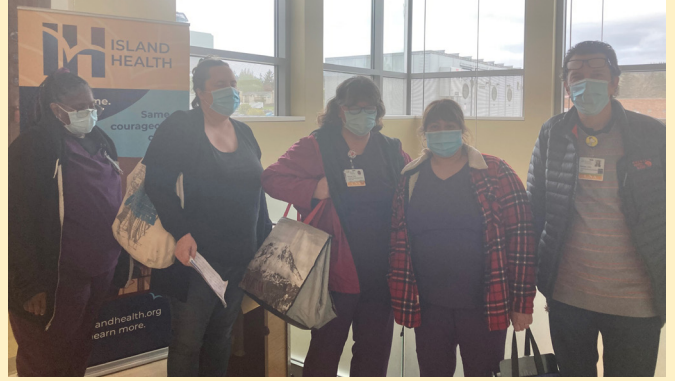
Here is what we won at OMC	Island Management continues to offer us
7% minimum wage increases this year	3% across-the board-increases this year
6% next year	1% market adjustments for a few positions
6% in 2024	1.5% next year
(19% total minimum over three years)	1.25% in year 3
A new top step on the wage scale	Moderate adjustments to EVS, CNA and ER Techs that are about 8% this year (totaling about 10.75% over three years)
A step increase for everyone who was there now (bumping the raise to 9% this year)	
\$1000 ratification bonus	
Additional market adjustments for hard-to-fill positions	
5% wage increases for EVS and CNA (a total minimum of 14% this year, and 26 over all 3)	
6% wage increases for CS Tech (a total minimum of 15% this year, and 27 over all 3)	
7% wage increases for ER Tech (a total minimum of 16% this year, and 28 over all 3)	
Certification pay of \$2/hr	
Weekend pay of \$4.50/hr	
Evening shift pay of \$3/hr	
Noc shift pay of \$5/hr	



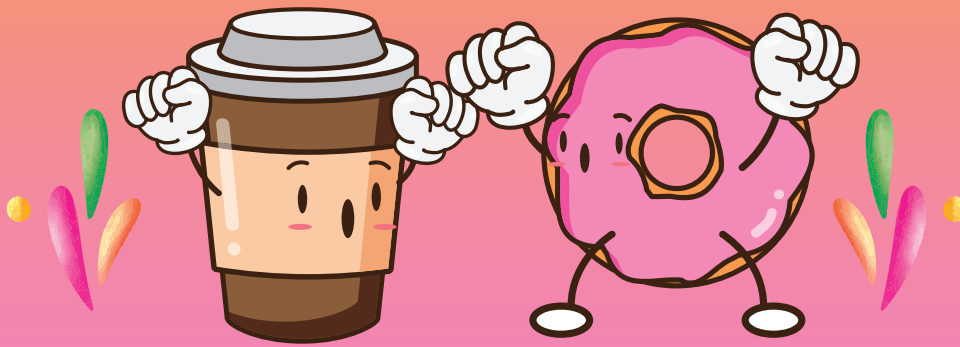
“If Island wants to get money in the door, they need to get people in the door that can do the work, and right now our wages don't do that.” – **Lisa Pelusi, Patient Accounts**

## Taking action for fair wages

We united to take action in ACU/ICU. With an overwhelming majority of ACU/ICU signed on, we delivered our petition calling for better wages that uplift everyone and keep up with the rising cost of living. We know that wages directly impact recruitment and retention at Island hospital and thus our ability to give safe care to our patients. It is time for Island to recognize this and settle a fair contract with wages that actually make a difference.



“Island Hospital wants to retain its staff and provide better care to its patients, but management does not want to provide the competitive wages that other hospitals in the area are offering, and that staff is leaving for. More and more hospital staff are becoming increasingly frustrated by lack of competitive wages for them, especially when they see more and more travel RNs on the floor getting much higher salaries. A 3% raise will not help fight the rising cost of living. We are asking for the original 6% increase in this contract. Help make this a win-win situation for all.” – **Michael Ruiz, ICU CNA**



## Coffee and Contracts

Have questions about bargaining and how you can help? Not yet a member and need to talk to someone about becoming a member? Want coffee and donuts? Come down to the Cypress room and speak to your bargaining team members!

**May 17: 11–1pm, 2–4pm**  
**May 31: 11–1pm, 6–8pm**