

## Our Unity Moved Management!

Our strength and unity behind wages that help us recruit and retain has moved management towards an easier-to-use career ladder and an across-the-board wage proposal. We saw what members at Olympic Medical Center, a rural public district like us, won – and we've taken action to support our bargaining team in winning a groundbreaking agreement here at Island.

With the career ladder agreement, we are making progress at the table when it comes to how we move up these career ladders and the pay that will come with these steps. Admission Specialists, EVS, HIM Techs and Patient Account members will all be able to access the career ladder benefit and increase their knowledge in their jobs.



"We are happy to have come to a tentative agreement with management on career ladders. In the EVS department this will give my coworkers a chance to move up and gain more skills. We are staying united and taking action and its working."

- **Kiersten White, EVS**

### Taking Action to Support Our Bargaining Team

We are taking action and moving administration at the bargaining table. Our coworkers in Patient Accounts made their message loud and clear to management with 100% of their department signing on to a petition calling for better wage increases. By addressing the immediate boss and delivering our petition, we made our voice heard: Island needs to do better. We are strongest when we stand together: when we take collective action, we see changes and movement at the bargaining table.



"It's time Island heard us when it comes to the fact that a 3% raise is not enough to keep us here. The feeling of support and camaraderie was strong, and we felt heard by our director. We are the Union and taking action together is what gets things done."

- **Shannon Scott, Patient Accounts**



## Coffee and Contracts

If you have questions about negotiations and what's happening in bargaining, come see us in the Cypress room on May 17 and on May 31. Bargaining team members are here to answer your questions and we will have coffee and donuts. If you are not yet a member, come down and talk to us about how to support your bargaining team. Now more than ever we need to stand together and show Island that we are stronger together and will not accept less than we deserve.

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

\*Come by whenever you can during these times!

