

We Voted YES to Ratify our New Contract!

We voted overwhelmingly YES for a new contract at Island Hospital that will improve recruitment and retention, guarantee higher wages, make safe staffing improvements, and implement accessible career ladders to move up in our fields. After four months at the bargaining table, we are proud of the changes being made so that Island Hospital can continue to be a great place to work. This is the best contract we've seen at Island in decades!



"I was considering a position at Skagit Regional due to their higher wages, but then I saw the increase that our bargaining team was able to negotiate and now I am confident in staying with Island Health!" – **Mariah Yanko, Admitting Specialist**

How we won

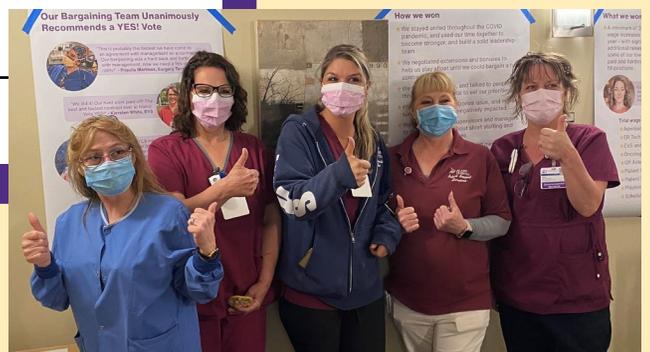
- ★ We stayed united throughout the COVID-19 pandemic, and used our time together to become stronger and build a solid leadership team
- ★ We launched surveys and talked to coworkers throughout the hospital to set our priorities
- ★ We tackled the Kronos issue and made sure that no one's paycheck were negatively impacted
- ★ We marched on our supervisors and managers to share our stories about short staffing and the need for higher wages
- ★ Not-yet union coworkers signed membership cards in unity with their bargaining team

WHAT WE WON

- ★ Every member will get at minimum a 3.5% raise upon ratification, and we will get 2.25% in 2023 and 2.25% in 2024
- ★ Weekend premium increased to \$1.50 an hour
- ★ Ratification bonus for everyone – not tied to FTE – of \$250
- ★ Temporary higher position assignments increased to \$2.75
- ★ If a layoff occurs, members will have the choice of going onto a recall roster
- ★ A stronger voice in potential changes if the Employer reorganizes a department
- ★ The ability to increase wages mid-contract for jobs struggling with recruitment
- ★ New language that recognizes non-hospital continuous employment
- ★ Cert pay raised to \$1.00/hr and Pharmacy Techs can now receive cert pay



"This new contract ensures that I can pay for childcare and continue to pursue the RN program. Making sure my kids are taken care of is my number one priority and knowing that they are being taken care of while I am working is a big relief for me and my family." - **Rebecca Wilkowski, CNA, Labor and Delivery**



Job classes that were below market average were brought up to market average. These wage increase percentages include the cert pay (if you have a cert) as well as reclassifications or career ladder once complete (the requirements for the career ladders are now shortened and more accessible):



“These raises will help recruit and retain not only in EVS but in so many departments throughout the hospital. EVS has desperately needed pay increases for years now and I am proud to have been a part of the fight to get them.” – **Kiersten White, EVS**

★ Admissions Counselor	4.5%
★ Admitting Specialist	12.7%
★ ER Tech (CNAs in the ER)	8.1%
★ EVS and Floor Tech	14.04%
★ HIM	9.89%
★ Lab Assistant	4.9%
★ Oncology Tech 1 and 2	4.5%
★ OR Aide	4.5%
★ Patient Accounts	9.31%
★ Patient Care Tech (CNAs)	6.5%
★ Patient Safety Companion	5.13%
★ Pharmacy Tech	8.5%
★ Pharmacy Tech 2	8.33%
★ Phlebotomists	12.2%
★ Scheduler/Coordinator	4.5%
★ Surgery Tech	4.5%



Stronger together

We won one of the best contracts we've ever seen at Island by standing together and growing our union. We are only as strong as our membership and by everyone being active and engaged in our union means we can win bigger and better contracts. Join your coworkers by filling out an electronic card!

joinseiu1199nw.org



scan this QR code with your phone camera to fill out a membership card!

