

Taking action gets results! Wins for patients and frontline workers at Deaconess and Valley

Phlebotomists win 8% raise, move to Lab Assistant wage scale

Phlebotomists have been going above and beyond our job descriptions to do blood processing work, without being paid accordingly. When we brought this to management, their only solution was to offer to move one person to a Lab Assistant position with a small 2.5% raise. After more than 6 months of going back and forth with management, Phlebotomists decided to take action. We wore stickers, signed a petition, and requested to bargain a new job description. We presented detailed evidence of all the blood processing and blood bank work that we do. In the end, we were all reclassified on the Phlebotomists/Lab Assistant scale at our current step — meaning more than an 8% raise for all of us!



“At first, management wanted to change just my job description, but I refused to leave my coworkers behind. In the end, we all got re-classified to the appropriate job and wage rate, with credit for our years of experience.”
– Kelly Scheller, Lab



Deaconess Respiratory Therapists: We always *win win win* no matter what

Without a union, management can unilaterally make decisions that impact our lives and the care we provide. Because we're united in a union, we have a voice in these decisions. Our contract covers many workplace issues, and management in the Respiratory Therapy department was not adhering to our agreed upon workplace standards. We filed grievances and won the below agreements:

1. Management will no longer preschedule overtime, unless extreme circumstances exist, and will distribute it an equitable way.
2. Restructuring a department's schedule is one of the most disruptive things that can happen to our work/life balance. Management was not following the process laid out in the contract or considering alternative schedules. After we filed a grievance, management paused their restructuring process and earnestly engaged the members to create a schedule that worked for the hospital and us.
3. Low census language was not being followed, and our grievances won back time for members that were incorrectly sent home without pay.

“We have a hard earned contract. Unfortunately, we still have to make management follow it. If management doesn't listen to us when we let them know they are violating, we need to enforce it.” – **Tori Johnson, Respiratory Therapist**



Kronos shutdown payment update

We focus on taking action in our workplaces to get results. However, there are times when we must take legal action to hold management accountable. In March, we filed a legal challenge to management's decision to collect alleged “overpayments” from union members related to the recent Kronos shutdown. That challenge is still making its way through the courts.

We have filed a formal request for information regarding the audit and are waiting for a response. In the meantime, if you believe that an alleged overpayment is inaccurate, please contact your organizer and scan the QR code to report the issue.

