



One vision, one voice

We know what we need to care for our patients and our community. We need to be able to recruit and retain Caregivers so we can safely staff our hospital. In advance of our contract negotiations last week we went as a large delegation to hospital administration where we delivered our unity chain with hundreds of links outlining our collective vision for a better St. Joe's that includes wages that recruit and retain, affordable healthcare, safe staffing and retention bonuses.

We're making slow but steady progress at the table, here's where things stand:

Areas where we have agreement include:

- ★ Strengthening our New Employee Orientations so our new coworkers can get information about our union and sign their membership cards
- ★ Bulletin boards in all departments so that we can keep each other updated on union information
- ★ Access to lactation rooms and break time necessary for nursing parents
- ★ A shorter contract duration



Where are we still far apart in bargaining?

Our proposals include:	Hospital administration's response and proposals include:
Across the board wage increases: 9% this year and 7.5% next year	Across the board wage increases: 2.5% this year and 2.25% next year
Fill in all ghost steps with 3% increases so no one goes without a raise while moving up the wage scale, creating a spread comparable to our RN colleagues	Ghost steps: rejected except for 1 step at an increase of less than 2%
\$2.00/hour Weekend differential	Weekend differential: rejected
\$3.00/hour Lead pay for all Caregivers in our union	Lead pay: \$1.65/hour for Service employees and \$1.70hr for Technical employees
Affordable healthcare without deductibles and premiums	Affordable healthcare: rejected
Adding Juneteenth and Indigenous People's day to our recognized holidays to be inclusive of holidays that signify the struggles of oppressed peoples	Holidays: rejected
3 hour call back minimum like our RN colleagues and the rest of the industry	Rejection of a 3 hour callback minimum
	Taking away our ability to remove outdated discipline from our personnel record



The proposed wage increases management has given us are entirely inadequate. We have had extremely high turnover due to the stress, hazard and volatility of our jobs here at PeaceHealth. I'm the lab alone, multiple new hires have left in under six months due to lack of fair compensation. Several long-term employees have left in the last year and additionally many of our full-time FTEs have had to get second jobs just to make ends meet. We routinely have record-breaking numbers of visits in the ED and cannot maintain enough staff because we are simply not paid a living wage. Management needs to meet the moment and agree to wage increases that will keep us at PeaceHealth and in our community.

- Terri Matson, Medical Technologist

We know the medical group and UGH PARs were just given a 19% increase in wages, determined by PeaceHealth's own market analysis. This was on top of a base rate already higher than ours. Like all departments, we are struggling with staffing shortages and an exceptionally high cost of living. We deserve commensurate pay for the same job.

- Katy Lapof, ED Admitting





The 2.5% per year across the board wage increases management has proposed makes us feel that they are completely out of touch with the times and what it is like to live on \$17 or \$18 an hour here in Bellingham. We are short staffed every day, on every shift. I get all the texts constantly on my days off asking if I can come in. I work a ton of overtime to make ends meet and to help my co-workers who are constantly left short-handed. This is hard work- why would anyone come work for PeaceHealth for less than they can make at Wendy's? We need wages that keep up with the cost of living and respect us for the care we provide our community.

- Deanne Cruse, CNA Short Stay

We deserve 3 hour callbacks just like the nurses. We are a comprehensive care team and it is only fair that our callback hours are the same. We were disappointed that management rejected our callback proposal.

- Jennifer Williams, Vascular Tech



Are you a member of our union at Peacehealth St. Joseph's?

One way to make sure PHSJMC 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! Scan this QR code with your phone camera to access the digital membership card



joinseiu1199nw.org

Your Negotiating Team:

Aaron Eason, Pharmacy	Eric Burton, PCU	Pam Clay, MCU
Andy Fisher, ICU	Eva Mohorovich, Pharmacy	Petar Kjoson, CT
Angel Hayes, 1C	Heather Hill, ED Admitting	Ramon Castellanos, RT
Angi Cunningham, OR	John Heaton, Phlebotomy	Robert Victor, BioMed
Angie Simonds, Equipment Mgmt	Jonathon Hay, Cath Lab	Ronni Brar, Phlebotomy
Bailey Pepper, OR	Jose Reta, MRI	Savita Kashyup, 3rd Surg
Brian Wyss, Anesthesia	Katy Lapof, ED Admitting	Sub Duggal, Nuc Med
Brittney Meyers, ED	Kim Carson, MRI	Tanya Rouse, CDU
Chari Lioj, PCU	Kristina Brennan, ED	Terri Matson, Lab
Christine Heinrichs, Rehab	Laura Page, Echo	Treat Crosby FNS
Clayton Stork, FNS	Monroe Freeman, Transport	Trina Amman, Rehab Outpatient
Deeann Kruse, CDU	Noel Meuwissen, Lab	Vern Latta, Cath Lab

Your Contract Action Team:

Amy Denniston, RT	Jeff Studebaker, Lab, Specimen Mgmt	Robin Growden, Phlebotomy
Britney Trax, Vascular Ultrasound	Jenna Boyd, SPD	Samantha Jones, 2nd Surgical
Brittany Johnson, EVS	Larisa Varkentin, Radiology	Shayne Sampson, FNS
Bronwyn Von Wien, Telesitter	Luba Pentsak, CS	Sunday Cantu, Telesitter
Chris Cline, Hospice House	Mandip Sidhu, Pharmacy	Tamara Carlsgaard, 2 North
Dave Deschenes, Rehab	Megan Hoerler, Lab	Tatum Duke, FNS
Denni Pineda, FNS	Monica Royers, FNS	
Hollie Harris, 4 South Y	Rachel Arden, 2 North	