

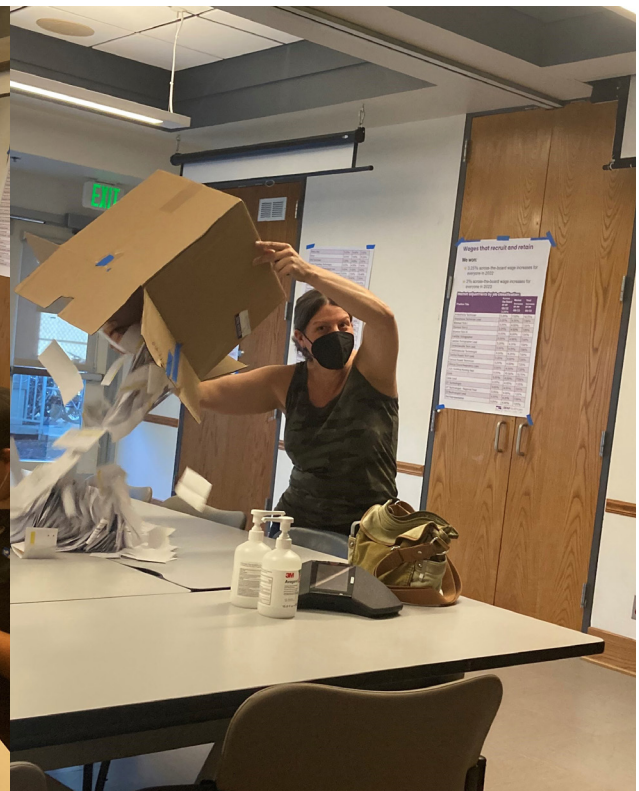
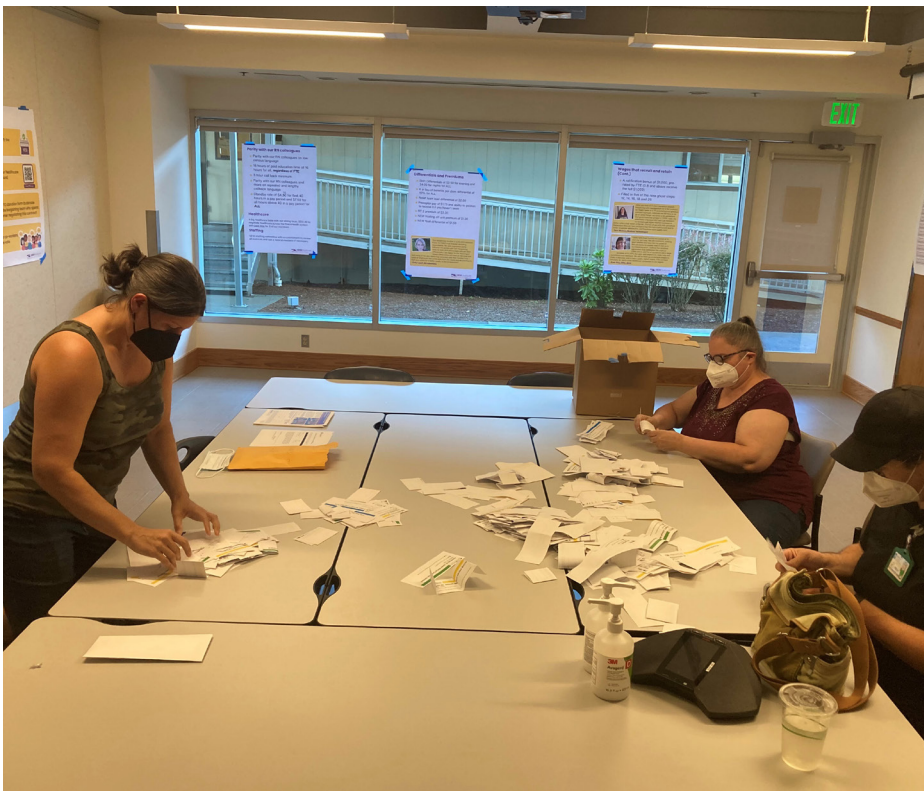
# When we fight, we win! We ratified our contract

A strong majority of us voted, and a supermajority of us voted to ratify a contract that meets the moment we're in. Our readiness to take bold collective action is what moved hospital administration to find the money that got us to this new contract. We were able to secure across the board raises, with none of us receiving less than 7.25% effective the first full pay period in September, and many of us receiving higher market-adjustments due to challenges recruiting and retaining. In addition, we won a \$1,000 ratification bonus pro-rated from a .8 FTE (per diems will receive bonuses of \$250).



"I'm so excited that we have a ratified 3rd contract. This contract meets the unique moment we are living through with big across the board increases this September and parity between our bargaining units and with nurses on many areas of our contract including differentials and standby/callback. We were able to win because of our history of being a fighting union and taking big bold public action to hold PeaceHealth accountable to the needs of our patients and our families. When we fight, we win!"

- Eva Mohorovich, Pharmacy Buyer



## What else did we win?

- ★ 3% across the board wage increases next year (2023)
- ★ Filled in five of the nine ghost steps: 12, 14, 16, 18, and 26

## Differentials and Premiums

- ★ Shift Differentials of \$2.50 for evening and \$4.00 for nights for ALL
- ★ A in lieu of benefits per diem differential of 15% for ALL
- ★ Relief team lead differential of \$2.00
- ★ Preceptor pay of \$1.75 and ability to petition to receive it if you haven't been
- ★ RT 2 premium of \$3.00
- ★ NEW floating off unit premium of \$1.00
- ★ NEW float differential of \$1.50

## Parity with our RN colleagues

- ★ Parity with our RN colleagues on low census language 16 hours of paid education time of 16 hours for all, regardless of FTE
- ★ 3 hour call back minimum
- ★ Parity with our RN colleagues and more on repeated and lengthy callback language
- ★ Standby rate of \$4.75 for first 40 hours in a pay period and \$7.50 for all hours above 40 in a pay period for ALL

## Healthcare

- ★ A big healthcare table with our sibling local, SEIU 49 to negotiate healthcare across the PeaceHealth system with paid time for 5 of our members

## Staffing

- ★ NEW staffing committee with a commitment to review all matrices and use a federal mediator if necessary

## Other contract wins

- ★ Changing the language of our lab contract to respect the value and work of all caregivers
- ★ Guaranteed bereavement leave for all caregivers

## Our bargaining team includes:

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