

## **Bargaining begins!**

### **Our proposals will make Lincoln Hospital the best place to receive care**

Healthcare workers always prioritize quality patient care. Throughout the pandemic, we made sacrifices and put our own lives on the line for our patients. This week, we started bargaining for our new union contract and we let management know what we need to recruit and retain staff and provide the kind of care we know our patients deserve.

#### **Our top priorities:**

- ♥ Wages that recruit and retain staff
- ♥ Equalizing shift differentials and premiums
- ♥ Improving healthcare benefits – lowering premium costs

#### **Fair wages and premiums to recruit and retain**

- ♥ 8% across the board increase in 2023
- ♥ 5% across the board in both 2024 and 2025 to keep up with the cost of living
- ♥ “Market adjustments” in 2023 for classifications that are below market or need an additional sum of money above the across the board increase. That includes but isn’t limited to NACs, HUCs, EMTs, housekeepers, food service workers, RNs, and others
- ♥ Equalize shift differentials – raise everyone up to the current RN shift differential and weekend premium rates
- ♥ EMTs deserve the same supplemental and shift differentials as other employees
- ♥ Increase standby pay

“Differentials and premiums should be the same for all employees because giving up a weekend or evening with our families has the same impact on all of us!” - **Anna Sandygren, NAC/HUC**



#### **Improve PTO and sick leave options**

Taking time off lets us come back to work rested. We need to reward years of service by increasing the PTO accrual rate for long term employees. We also want more flexibility to use or cash-out the time off that we’ve earned, even when we aren’t able to take vacation.

- ★ Add ability to cash out sick leave
- ★ Add ability to donate sick leave to Hardship Fund
- ★ Increase PTO accrual rate after 10 years and 20 years to reward years of service
- ★ Increase PTO cash out amount

“I have over 300 hours of sick leave accrued, but no way to use it. If I’ve banked that much time, I should be able to do something useful with it.” - **Kay Zellmer, EMT**



#### **Improving our healthcare**

We’ve worked hard in past contracts to make sure that individual and dependent coverage is good and affordable. The areas of improvement in our proposals include:

- ★ Reducing the cost of dependents, especially spouses
- ★ Lowering the cost of vision and dental care

## Staffing

Wage to recruit and retain staff are essential, but creating needed support positions will also help alleviate staffing issues.

- ★ Add an ED Tech position to alleviate ED staffing



“The creation of the ER Tech position would create more hours for the ambulance crew and help alleviate stress for our nurses by giving them an extra set of hands.” - **Libbie Klettke, Ambulance/Clinic**

## Raise our standards for the long term

There are many other ways we would like to raise our standards, including:

- ★ Memorialize the hospital's end to mandatory low census in nursing units and other current practices that aren't formalized in the contract
- ★ Participate in the SEIU Healthcare 1199NW Multi-Employer Training Fund which helps staff afford advancing their healthcare degree, training, CEUs, and more!
- ★ Award extra shifts and overtime fairly based on a rotation, rather than the current arbitrary system

## Our plan to win

We have to stay united – sign the unity petition and sign up to become a member today!

### Our Bargaining and Contract Action Team:

Gayla Ceremello, RN	Erika Simons, NAC
Wendy Gale, RN	Christine Choate, NAC
Kay Zellmer, Clinic/Ambulance	Mary Dagovich, EVS
Libbie Klettke, Ambulance/Clinic	Jenny Femling, Dietary
Bradley Sweet, Ambulance	Candace Walker, Dietary
Anna Sandygren, NAC	Jacob Walker, Dietary

**Ask your coworkers to build our strength  
by becoming a union member today!**

**Scan here to join the union!**

<https://joinseiu1199nw.org/>

