

## **Bargaining begins!**

# **Our proposals will make Newport 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 at Newport Hospital and we let management know what we need to recruit and retain staff and provide the kind of care we know our patients deserve.

To bargain the best contract possible, we need a strong union, where we actively participate as members to demonstrate our solidarity and unity!

### **Our Bargaining Team:**

Doris Hiebert, ER	Shannon Skelley, OR
Steve Barnhart, Acute Care	Christine Venning, ER
Caitlin Eller, OR	Bri Kerley, Acute Care
Tami Bell, ER	

### **Our top priorities:**

- ♥ Wages that recruit and retain staff
- ♥ Increases to evening, night and weekend differentials and standby
- ♥ Incentives for picking up shifts
- ♥ Improved safe staffing guidelines for our conference committee
- ♥ Improving healthcare benefits by lowering premium costs, adding a cost savings for services/procedures conducted at Newport Hospital, etc.

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

- ♥ 12% across the board increase in 2023
- ♥ 6% across the board in both 2024 and 2025 to keep up with the cost of living.
- ♥ Increase shift differential for evening shift to \$3/hour
- ♥ Increase shift differential for night shift to \$4/hour
- ♥ Increase standby pay to \$6/hour, holiday standby to \$8/hour
- ♥ Create ongoing incentive pay system for picking up shifts

“We’re having a hard time providing the kind of care we want because we can’t recruit or retain staff. We need to increase wages so that nurses have an incentive to stay here instead of working in Spokane.”- **Christine Venning, ER**



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

Taking time off lets us come back to work rested. We want more flexibility to use or cash-out the time off that we’ve earned, even when we aren’t able to take vacation.

- ★ Improve ability to cash out PTO
- ★ Increase annual PTO cash out amount

“Our insurance became more affordable because of our last union contract. However, covering dependents is still expensive and we should get a discount on services received at the hospital.”

- **Tami Bell, ER**



### **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:

- ★ Reduce the cost of dependents, especially spouses
- ★ Reduce the premium cost for employees
- ★ Add “hometown discount” for services provided by Newport Hospital

## Staffing

Wage to recruit and retain staff are essential, but so is a strong staffing committee and low census protections.

- ★ Improve low census rotation language to ensure that everyone is taking low census equally
- ★ Improve conference committee language to streamline and encourage reporting of unsafe staffing levels.



“It is understood that you should be low censused no more than 8 hours per pay period and no more than 64 hours per year. However, we need to clear up when our turn is up for taking low census. If I take 4 hours, I should move to the bottom of the rotation list.”- **Steven Barnhart, ACU**

## Raise our standards for the long term

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

- ★ Develop a fair process to award additional shifts
- ★ Give nurses the option to NOT use PTO for a holiday

## Our plan to win

We have to stay united! Here are steps you can take to support these changes.

Sign the unity petition today!

<https://1199nw.org/3RLaGRO>



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

Scan here to join the union!

<https://joinseiu1199nw.org/>

