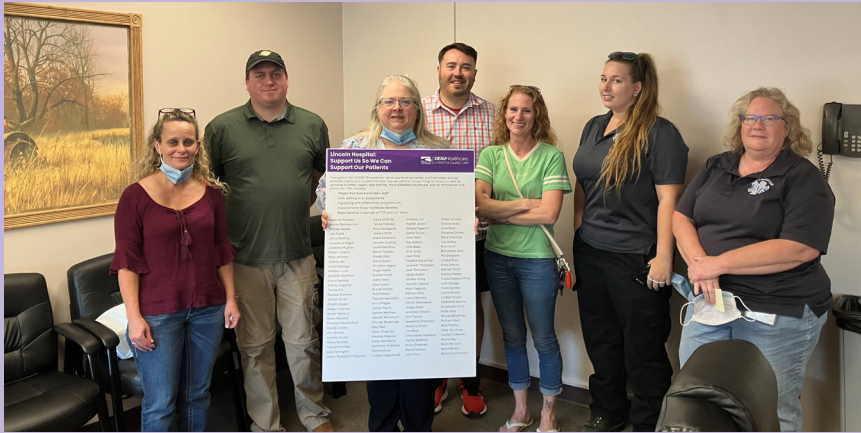


The Union Difference: New Union Contract, a Big Win for Patients and Staff

Having a union means that we can join together and collectively solve problems in our workplace. That means standing up for our co-workers and our patients. We knew going into bargaining that wages were impacting staffing levels, which in turn was impacting patient care. We joined together as a union and took action through signing a unity petition, participating in a sticker up/ purple up, and building membership to show management that we were serious about pursuing big changes in our new contract. Because of our unity and action, we came to an agreement that positively impacts every employee at Lincoln Hospital!



Salaries

Management agreed to across-the-board increases in addition to market adjustments for certain job codes. This brings certain positions to a competitive wage from similar jobs in the area. We are confident that this will help to recruit and retain staff at Lincoln Hospital!

- ✔ 8% across-the-board increase effective January 1, 2023.
- ✔ Market adjustments for various job codes (see below).
- ✔ 4% across-the-board increase in 2024, 2-year contract that will be renewed in 2025.

Market Adjustment Rate	Pay Grades	Positions
9.5%	38	Billing Coder, Financial Support Liaison
10%	24, 32, 33, 34, 35	Respiratory Therapist, SPD Clerk, Non-Medically Trained Ambulance Driver, Facilities Screener, Dietary Aid, Environmental Services Tec, Groundskeeper, SPD Clerk Supplemental, Pharmacy Assistant Supplemental, Dietary Aid Supplemental, Environmental Services Tech Supplemental, Groundskeeper Supplemental, Dietary Cook, Deli Coordinator, Janitor, Maintenance Assistant, Dietary Cook Supplemental
11%	2, 3	NA-C, Sterile Processing Tech, Lab Clerk, NA-C Supplemental, Supplemental Sterile Processing Tech, Lab Clerk Supplemental
12%	4, 6, 8, 10, 20, 21, 26, 27	EMT-B, EMT- IV, EMT- A, Paramedic, Radiology Technologist, Supplemental Radiology Technologist, Ultrasound Tech, Supplemental Ultrasound Tech



“I communicated with all my coworkers regarding the changes that were negotiated this year. The Respiratory Therapy department is thrilled about the raises we will getting in 2023 and 2024. It is so great to be recognized and headed in the right direction of our expertise.” - **Stephanie Malone, Respiratory Therapist**

Premium Pay

We set out to equalize premiums across the board. Our members all give up the same time away from their families to work nights, evenings, and weekends, they should be compensated accordingly. In addition, we increased premium rates to remain competitive with other hospitals in the region.

	2022 Differential Rates	New Contract Differential Rates
Evening Shift Differential	RNs, MTs, MLTs, RD(R): \$1.65 LPNs: \$1.45 NACs: \$.90 All other employees: \$.90	All Employees: \$2.25
Night Shift Differential	RNs: \$4.00 MTs, MLTs, RD(R): \$2.10 LPNs: \$1.70 EMTs: \$1.20 NACs: \$2.20	All Employees: \$4.00
Weekend Shift Differential	RNs, MTs, MLTs, RD(R): \$2.10 LPN: \$1.70 NAC/CMA: \$1.00 All Other Employees: \$1.00	All Employees: \$2.75
Standby Pay	All Employees: \$2.50	All Employees: \$3.25
Holiday Standby Pay	All Employees: \$4.00	All Employees: \$4.25

PTO

- ✔ Change the PTO Cash Out and donation limit from 40 to 80 hours.
- ✔ Expand the PTO Hardship Bank to 2,000 hours.

Definition of Weekends

- ✔ Change the definition of weekends for EMT's and Paramedics to Friday at 6pm (18:00) - Monday at 6am (06:00).
- ✔ Intent to meet with the staffing committee within 180 days of ratification to redefine weekend hours and develop a new schedule for RNs and NACs on weekend night duty.

Safe Staffing

Intent to meet with the staffing committee within 120 days of ratification to discuss ER staffing, floating policies, and potential addition of an ER tech position.

Posting Positions:

Consider internal applicants for new positions before external applicants, seniority takes precedence when skills and abilities are equal between internal candidates.

“Our union took action to come away with big wins in the new contract. We will get better pay, higher premiums, and more PTO Cash Out. Our unity has shown that we have a say in the quality of our jobs here at Lincoln Hospital!”
- Libbie Klettke, Receptionist/EMT



What Comes Next?

- ★ We will be hosting a celebration of our raises on **January 26**. Make sure to stop by for food and conversation!
- ★ **Encourage your coworkers to sign a membership card!**
We cannot continue to be a strong, member driven union joinseiu1199nw.org without continuing to build our membership.
- ★ **Join the Healthcare Leadership Fund!** We're working to pass safe hospital staffing legislation and need to elect as many healthcare champions as possible.



hlfseiu1199nw.org