



**We're advocating for the wages
we need for safe staffing and patient safety
Let's put our community first!**

We know that we, not management, make our hospital run and care for our community. We are bringing this message directly to community leaders.

Engaging our electeds

This week, several union coworkers met with newly elected state representative Sam Low, who represents the hospital's district. As experienced frontline healthcare workers, we shared our stories and ideas on how to improve safety without compromising quality care. We also shared with Representative Low our current issue regarding the lack of timely contributions for our retirement plan, including the non-transparent responses from the hospital's administration. We're uniting our voices with more nurses and union leaders to advocate for those who don't have a voice. Sam offered solidarity and committed to work with us and find solutions for our crisis in staffing.

Board of Commissioners meeting

The same evening, several union members attended our hospital's public Board of Commissioners meeting and spoke in the public comment period. We shared with the elected Commissioners the violations regarding our retirement plan and how management's proposals would not recruit and retain staff. The Commissioners seemed unaware of the issues in our bargaining and said they would discuss our comments in a closed session. We plan to continue attending monthly board meetings into 2023 to make sure the Commissioners hear directly from frontline caregivers. We will continue working to hold management accountable to the interests of our community and patients.

We are currently scheduling our next bargaining dates.



What does it take to recruit and retain healthcare workers? Recent wage increases from around our union

Providence Swedish (SEIU 1199NW)	UW Medical Center-Northwest & Clinics, Harborview Medical Center (SEIU 1199NW)	State RNs at DSHS, DOH, DCYF (SEIU 1199NW)	PeaceHealth St. Joseph (SEIU 1199NW)	Seattle Children's RNs (WSNA)	Overlake Hospital (WSNA and non-union)
<p>21.5% or \$6.50 (whichever is higher) across-the-board wage increases by Oct. 2024.</p> <p>Additional market increases of:</p> <ul style="list-style-type: none"> 1 - 3% for RNs 6% for LICSWs 16% for Endo Techs <p>Appreciation bonuses for everyone of up to \$1000 in 2023 and up to \$1500 in 2024.</p> <p>Longevity Bonuses of \$7000 at year 20 and every 5 years thereafter.</p> <p>Filled in ghost steps.</p> <p>Extra incentive shift pay of 1.5x for under 0.9 FTE and double time for over 0.9 FTE.</p> <p>Increased premium and differential pay.</p>	<p>16% across-the-board wage increases by July 2024.</p> <p>Additional retention increases of 2% - 11%.</p> <p>Double time extra shift incentive.</p> <p>Increased shift differential pay for CNAs.</p>	<p>17% - 22% across-the-board wage increases by July 2024.</p> <p>Up to \$2500 retention bonus.</p> <p>Increased premium and differential pay.</p>	<p>10.25% across-the-board wage increase by 2023.</p> <p>Additional market adjustments for many job classes.</p> <p>Filled in ghost steps.</p> <p>Increased premium and differential pay.</p>	<p>\$10 increase over the next 12 months.</p> <p>49.5% base wage increase by the end of the contract!</p> <p>Increased premium and differential pay.</p>	<p>According to the news, a \$5/hour increase for many jobs and a 12.5% increase for other jobs, in addition to further increases next year.</p>

“We are fighting for an equitable contract that values our work and commitment to the surrounding community of Monroe and ensures continuing service to some of the most vulnerable members of our community. The last management proposal doesn’t reflect the rising cost of living nor value our years of service and commitment.”



- Nancy L. Anderson, RN, Detox Care

“Our union gives us the power to negotiate for more favorable working conditions and other benefits through collective bargaining. Continuing working together will improve our wages and other benefits not to mention holding leadership accountable. Let’s stand strong and united for our patients and for each other. Let’s put our communities first!”



- Hannah Park, Food & Nutrition Services