



We are united to hold Providence accountable and pay us the wages we agreed upon in negotiations

Earlier this year, we fought for and won wages that recruit and retain us. We have been saying since ratifying our contract that management needs to honor the contract we agreed upon together. Management knows that they have been acting badly and not following the contract. We are demanding Providence do the right thing and pay back the 2.75% wage adjustment they owe us. The next step is taking this matter to arbitration.



“Going to arbitration was based on member's feedback. If Providence wanted to put money in their caregivers' pockets, they would have honored what we won in bargaining and not backpedaled on the agreement. Offering 3% in January was them trying to make up for not honoring the initial 2.75% at ratification.”
- **Cindy Eckman, Cook/Dietary**



“This current dispute over wages sets a negative precedent for future negotiations. If management can alter the agreed 2.75% wage increase with back pay; then how can we trust that they will honor future agreements?” - **Adam Swigert, Cook/Dietary**

- 4/2/2022 —● SEIU Contract Ratified
- 4/28/2022 —● Employer presented a scale that did not reflect what was agreed upon during negotiations.
- May-July 2022 —● Numerous communications between Union and Employer negotiators attempting to resolve the disagreement over what wage rates the parties agreed to.
- 7/21/2022 —● Step 1 Grievance meeting with Bargaining team and Employer
- 7/25/2022 —● Bargaining team and Employer meet with a Federal Mediator to try to resolve issue.
- 8/4/2022 —● Employer responded to Step 1 grievance - DENIED
- 8/5/2022 —● Union advanced grievance to Step 2
- 9/26/2022 —● Step 2 Grievance meeting with Bargaining team and Employer. The Employer agreed to the Union's request to skip the remaining grievance steps and immediately advance to arbitration.
- 9/26/2022 —● The Union followed up with Employer on the verbal agreement to advance to arbitration.
- 9/27/2022 —● The Employer claims to have “misspoken” in agreeing to move to arbitration and subsequently proposes additional mediation.
- 10/4/2022 —● Employer responded to Step 2 grievance - DENIED
- 10/6/2022 —● Union rejects Employer's proposal for additional mediation as a blatant effort to delay resolution and renews request for Employer to uphold its earlier agreement to move directly to arbitration
- 10/10/2022 —● Union advances grievance to Step 3
- 10/27/2022 —● Step 3 Grievance meeting with Bargaining team and Employer
- 11/10/2022 —● Employer responded to Step 3 grievance - DENIED
- 11/11/2022 —● Union advances grievance to Arbitration
- 11/22/2022 —● Employer proposes a Letter of Understanding with 3% market adjustment without retro, which calculates out as less wage gains than what the parties agreed to during contract bargaining.
- 12/28/2022 —● Union responds with counter to Employer's proposal that includes some retro
- 1/24/2023 —● Employer rejects Union's counterproposal
- 1/30/2023 —● Union notifies Employer of intention to move forward with arbitration



What's next?

The Union and Employer will select dates with an arbitrator who accepts the assignment. Per article 15.4 Grievance Procedure in the contract the arbitrator that accepts the assignment will issue an award within forty-five (45) calendar days of the close of the hearing or the receipt of post-hearing briefs, whichever is later.

What happens in an arbitration?

The Union and Employer will have an opportunity to present witness testimony and documentary evidence as to what wage increases the parties agreed to during bargaining. After hearing all the evidence and arguments from both sides, the Arbitrator will issue a written decision deciding what wage rates the parties agreed to during bargaining.



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