

Our New Contract Wins Are Being Implemented

In March, a majority of us voted to ratify the best contract we have ever bargained here at EvergreenHealth Kirkland. This contract includes major wage increases, union rights, credit for past experience and so much more. Read on to learn more about some of the great new wins to expect now and in the near future.

Wage increases are rolling in! We all should have received our wage increase of 6% on our April 7 paycheck. For those of us in the following job classes, we will be receiving our market adjustment on April 21. If you do not see an increase, reach out to your manager right away.

6% Market Adjustment			
Clinical Lab Assistant Phlebotomist	CS Tech III (Cert)	Floor Care Specialist	Security Coordinator
Clinical Lab Tech II Phlebotomist	Diet Clerk	CS Tech III (Cert)	Security Officer
Cook I	Dishwasher	Health Unit Coord/CNA	Surgical Svcs Assist Ce
Cook II	Emergency Dept CLA II	Linen Aide	Unit Tech
Cook's Helper	Emergency Dept Tech	Mammography Assistant	
CS Support	Env Svcs Storekeeper	Medical Assistant Certified	
CS Tech I	Environmental Svc Crd	Medical Asst Nat Cert	
CS Tech II (Cert)	Environmental Svcs Tech	Nutrition Storekeeper	

3.5% Market Adjustment		
HUC	Monitor Tech	HUC/Unit Tech

The credit-for-past experience review is underway for Service Workers!

This month, management is performing an audit on our past experience and automatically moving us up the pay scale if they see that we were not given full year-for-year credit. If you feel you should have moved up and haven't yet, reach out to your manager and see where you are at in the process. If you don't see a change after that, reach out to a bargaining team member.

Past experience for Social Workers & Chaplains will happen this September

Your Bargaining Team

Janine Tafari	LAB
Danielle Bergeron	Answering Service
Frances Murphy, SW	In-Home Hospice
Katie Zavala, SW	In-Home Hospice
Kat Strama, Unit Host	FNS
Gabe Mensching, Store Keeper	FNS
Alex Hein, ED Tech	LAB/ED
Lynda Hinz, SW	Home health
Rachel Gordon	DI-Read Room
Burr Corley, SW	ED
Molly Dols, ED TECH	ED
Sile Grace-Matsui, SW	In-home Mental Health
Marlita Mingaracal, HUC	CV NeuroSurge
Diana Kigumba, Unit Tech	PCU

"The union is only as strong as its collective members. Our recent calls for unity from workers across our Service and Social Worker contracts directly lead to the pay increases that are coming to fruition on our latest paychecks. We are finally seeing the fairer wages we deserve but this is not because of management's generosity. Instead it is a direct result of the petition, story cards and (bucks) that were delivered to administration and then board of directors. It's more important that ever to encourage your coworkers to become a member to keep our union strong. It's only a matter of time when more action will be needed!"

—Kat Strama, Unit Host, Food & Nutrition Services



Ratification bonuses are being paid out now

If you didn't receive the ratification bonus on April 7, you should be receiving it on April 21. This bonus is \$1000 for those working a .6 FTE or above. For part time and per diem workers with an FTE below .6, you are receiving a bonus of \$500.

Social Worker and Chaplain wage scales have consolidated

The wage scales on the Social Worker and Chaplain contract have been consolidated from 5 separate scales down to only 3. This should be reflected on the April 21 paycheck.

- ✦ Case Manager II & Chaplains
- ✦ Social Worker EHCS & Bereavement Coordinators
- ✦ Clinical Case Manager & Clinical Case Manager ED Assignment

Watch out for increases to shift differentials

We won increases to some of the shift differentials for Service and Social Worker/Chaplains that should be seen on our April 21 paycheck. Reach out to your manager right away if you do not see these increases, and let your Bargaining Team member know if they don't make it right.

Shift	Service	Social Workers & Chaplains
Evening	\$1.35 → \$1.50	
Night	\$2.24 → \$2.75	\$3.00 → \$3.50
Weekend	\$1.50 → \$2.00	

It took many actions (marches on the bosses, speaking to the Board of Commissioners, petitions, unity chains, and more) to move management to agree to this contract, and it's going to take even more vigilance to ensure that they stay true to our agreement. That is why now is as important as ever to join and stay active in your union.

Building our union strength

We won this contract by having a strong union where we all take action to get what we need. If you aren't yet a union member, sign your membership card today and help us stay strong and united so we can provide the best care for our patients.

Scan this QR code with your phone's camera to become a member or visit:
joinseiu1199nw.org/

