

What is at stake with managements' proposed takeaways?

We've been in negotiations for our new contract for over 9 months now and our unity has moved management on wages significantly. However, they still are proposing many takeaways to our healthcare and our voice in changes to our hospital and jobs. We can't afford to give up the high standards we've fought for and won over the years. Let's stay united for our families and our community. Here are the ways these takeaways could impact our jobs, families and wallets:

	Our Current Healthcare at Monroe	EGH Kirkland's EHN PPO plan	EGH Kirkland's EHN Health Savings plan
Deductible	\$0 for in-network	\$500 individual / \$1,500 family	\$1,800 individual / \$3,600 family
Co-Insurance	10%	0%	0%
Out of Pocket Maximum	\$2,000 individual / \$4,000 family	\$3,000 individual / \$9,000 family	\$3,700 individual / \$7,400 family
Generic Rx Copay (retail)	\$ 10	\$20	\$20 (full price until deductible is reached, \$20 after deductible)
Preferred Rx Copay (retail)	\$ 25	\$55	\$55 (full price until deductible is reached, \$55 after deductible)
ER Copay and coinsurance	\$75 copay + 10% coinsurance	\$175 copay then 0% after deductible	0% after deductible

Example: family of 4 with a total of \$6,000 in in-network medical costs, coinsurance, 1 ER visit, 2 generic Rx and 1 Preferred Rx

	What we currently pay for In-Network Care	What EGH Kirkland EHN PPO Employee's Pay	What EGH Kirkland EHN Health Savings Employee's Pay	PPO Additional Out-of-Pocket Costs vs. Monroe	Health Savings Additional Out-of-Pocket Costs vs. Monroe
Deductible	\$ 0	\$ 1,500	\$ 3,600	(\$ 1,500)	(\$ 3,600)
Co-Insurance	\$ 600	\$ 0	\$ 0	\$ 600	\$600
Two Generic Rx x 12 mo	\$ 240	\$ 480	\$ 480	(\$ 240)	(\$ 240)
One Preferred Rx x 12 mo	\$ 300	\$ 660	\$ 660	(\$ 360)	(\$ 360)
One ER Visit	\$ 75	\$ 175	\$ 0	(\$ 100)	\$ 75
Amount You Pay	\$1,215	\$2,815	\$4,740	\$1,600	\$3,525

Flip over to see the amount of money we've lost because management refuses to agree to back pay for the time we've been bargaining

We've been in bargaining for over 9 months, and in that time, we have lost out on wages. We believe management should agree to pay us back pay for the wages lost in this bargaining process.

This table shows the money we have lost through these negotiations, reflecting the average wage of members in each job class. This means that if you're an employee with less years of experience (lower on the wage scale), your back pay owed will likely be less than reflected, and if you're an employee with many years of experience (higher on the wage scale) your back pay owed will likely be more than reflected.

Job Title	Avg Wage	Weeks Owed	Average Wage After Increase	Difference	Hours worked	Amount we have lost because of mgmt's delay	
Anesthesia Tech	\$ 35.11	33	\$ 36.16	\$ 1.05	1188	\$ 1,251.32	Only a 3% raise
Certified Sterile Process	\$ 27.90	33	\$ 33.76	\$ 5.86	1188	\$ 6,960.49	
CNA	\$ 22.33	33	\$ 27.24	\$ 4.91	1188	\$ 5,836.17	
Cook	\$ 23.48	33	\$ 26.30	\$ 2.82	1188	\$ 3,347.31	
Counselor	\$ 24.04	33	\$ 29.33	\$ 5.29	1188	\$ 6,283.09	
Diet Aide	\$ 19.21	33	\$ 23.05	\$ 3.84	1188	\$ 4,564.30	
ED Tech/HUC	\$ 23.67	33	\$ 28.17	\$ 4.50	1188	\$ 5,342.79	
EVS	\$ 19.69	33	\$ 22.25	\$ 2.56	1188	\$ 3,040.92	
Floor Care	\$ 21.26	33	\$ 24.24	\$ 2.98	1188	\$ 3,535.96	
HUC	\$ 23.41	33	\$ 27.86	\$ 4.45	1188	\$ 5,284.11	
HUC/CNA	\$ 18.74	33	\$ 21.93	\$ 3.19	1188	\$ 3,784.73	
Imaging Assistant	\$ 21.63	33	\$ 22.28	\$ 0.65	1188	\$ 770.89	Only a 3% raise
Lab Assistant	\$ 20.44	33	\$ 23.51	\$ 3.07	1188	\$ 3,642.41	
LPN	\$ 35.63	33	\$ 42.40	\$ 6.77	1188	\$ 8,042.40	
Maintenance	\$ 35.07	33	\$ 39.28	\$ 4.21	1188	\$ 4,999.58	
OR Enviro	\$ 24.00	33	\$ 26.64	\$ 2.64	1188	\$ 3,136.32	
RN	\$ 52.95	33	\$ 63.01	\$ 10.06	1188	\$ 11,951.87	
Sitter	\$ 19.57	33	\$ 22.90	\$ 3.33	1188	\$ 3,952.36	
Sterile Lead	\$ 30.49	33	\$ 35.06	\$ 4.57	1188	\$ 5,433.32	
		33	\$ -	\$ -	1188	\$ -	

Community Solidarity Petition


Our community has our backs! Sign the community petition and send the link to 5 friends, family members, or neighbors now.



1199nw.org/3mXmvK2

Zoom Town Hall this Thursday

This Thursday, April 27 from 7-8:30pm your bargaining team will be hosting a Town Hall drop-in meeting on Zoom. Join the meeting to get your questions answered and discuss the status of bargaining. Scan this QR to join the Zoom on Thursday



1199nw.org/3oqQM1v



We Support our EvergreenHealth Monroe Healthcare Workers

Scan this QR code to join our community petition for a fair contract

1199nw.org/3mXmvK2

If you haven't gotten your yard sign yet, ask your bargaining team member for a yard sign to place in your yard to support our push for a strong contract with no takeaways.