

We're Staying Strong for Our WHOLE Contract

As healthcare workers, we need certainty. Certainty that the equipment we use is working properly. Certainty that the care we provide patients will help heal them. Certainty that the decisions we make are the best possible decisions for our patients.

We need that same certainty within our jobs. We've stayed united in our union at Monroe for decades and have built a contract that provides certainty for us.

That's why there's so much at stake right now. Management's proposal to remove our right to maintain our contract in the event of a merger means that all our hard work and wins could be taken away in an instant in the event of a merger with Evergreen Kirkland. That isn't a risk we're willing to take, and we're ready to fight for the right to maintain our contract on the picket line.



"I treasure my job here and my relationships with co-workers even more. I've had chances to leave, but I don't want to, I'm riding this horse 'til the end; but I've seen many changes. I used to be able to cross the street and get my prescription filled, now I have to drive all the way to Kirkland. It's become so problematic that I've stopped taking one of my medications.

Recently I had a family tragedy and needed to talk to someone about it; but when I got switched over to Kirkland I couldn't see my therapist any more without paying \$130 a visit. I'll be there on May 24th to support; it's not my contract, but these are my people. It feels like us, the laborers, the workers, have to keep giving more and more, and that's just not right when we are dedicated to the community and the hospital." - Theresa Young, Distribution Tech

Our informational picket is set for Wednesday, May 24th from 3-6pm, with a rally starting at 5pm. We'll be on the public sidewalk next to our hospital to show management and the community that we won't settle for takeaways!

Bring your friends, family and pets. There will be food provided. If you are working, join the picket line during your break or lunch.

Get your car sign! We've got magnetic signs for your cars with a message to management about maintaining our quality healthcare. Ask a bargaining team member for one and put it on your car!



We Move, And Management Walks Away

We put our best foot forward by moving in some big ways at the bargaining table around healthcare, successorship, and wages. These are hard moves, because once we give something up in our contract, it's nearly impossible to get it back. We knew we needed to do something in order to move management, but instead, our tough decisions were met with management walking away from the table. We were ready to stay late, and told them so, but instead of continuing the conversation they told us we were done for the day and would not continue the session. We are prepared to be at the negotiating table every day until we have a contract, but management has to be there with us.



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Management's Contract Costs Us Too Much

Management's contract would cost many of us thousands of dollars now and over the next several years. For many months management told us they could only afford 2% wage increases, so we stood strong and they moved to much better wages –but still not Kirkland-level wages. So we continued to stand strong to achieve parity with Kirkland. EvergreenHealth has continued to stall our raises and now tells us they can't give us the back pay we deserve.

But we know they have the money, and we have heard the raises that members of management have received over the past year. Healthcare workers throughout the Puget Sound got huge raises in 2022, and we have gotten nothing since September of 2021.

That's why our bargaining team is staying united and telling management: you owe us! We deserve raises for our loyalty and for getting EvergreenHealth Monroe through the COVID-19 pandemic when we could have gotten huge wages by going to other employers.

	Our Proposal	Management
Full Contract with Wages NOW!	Yes – We made a full proposal that would settle all issues now, including wages	NO , only wages now and continue bargaining other issues
RN raise now with back pay to September 1, 2022	18.75% with full back pay now	NO BACK PAY , only 18% now
Service and support raise now with back pay to September 1, 2022	15-22% with full back pay now (See BT member for your percentage)	NO BACK PAY , only 3-22% now, some of us would only get 3%!
2023 Raise	Yes! 6% on September 1, 2023	NO! 1 Year from ratification – Only 1 raise between October of 2021 and May of 2024 (if we settle now) 4% for RN/LPN, 3% for Service and Support
Year 3 Raise	Yes! 5% on September 1, 2024	4% for RN/LPN and 3% for Service in May of 2025 (if we settle now)
Full Successorship when we Merge	Yes! We keep our great contract	NO! No successorship language when we merge with Kirkland
Voice on Healthcare	Yes! Keep our language that lets us bargain over our healthcare	NO! Management will let us talk until October 10th, and then they could then do whatever they want to our healthcare, without our agreement
Cost Controls on Premium Increases for Dependents	Yes! Keep the letter in our contract that limits our increase in premiums to no more than 2.5% per year	NO! No cost control on members, full 50-50 split on dependents that could cost members \$100s of dollars a year

Here's what we would lose if we agreed to management's proposal:

Position	Step on Scale	Back Pay Lost this year ¹	2022 wages lost ²	2023 wages lost ²	2024 wages lost ²	TOTAL \$\$\$ We Would Lose ³
RN	19	\$13,192.92	\$791.58	\$3,329.89	\$4,791.62	\$25,106.01
ED Tech	18	\$7,275.84	\$1,488.24	\$3,348.54	\$4,732.06	\$16,844.68 ⁴
EVS	9	\$3,356.29	\$671.26	\$1,849.31	\$2,723.06	\$8,599.92
Diet Aide	7	\$4,989.23	\$0.00	\$1,347.09	\$2,339.45	\$8,675.77
CNA	4	\$5,799.32	\$0.00	\$1,447.19	\$2,513.29	\$9,759.80
HUC	18	\$7,139.95	\$0.00	\$2,012.34	\$3,494.76	\$12, 647.04
Lab	5	\$4,407.52	\$0.00	\$1,520.59	\$2,640.77	\$8,568.88

¹ This is calculated on your FTE times the dollar amount of raise you would receive under our proposal for the 8 months management owes us

² This is calculated on your FTE times the amount difference between our proposal and management's

³ This is the sum of your lost back pay, and wages lost for 2022, 2023, and 2024

⁴ If we implemented management's proposal now, this person would lose, this year, \$7,275.84 in back pay and \$2,293 in lost wages from the lower pay-many people would experience similar losses now