



BARGAINING UPDATE

We're Working Together for Quality Care in Snohomish County

On Tuesday, we met with management and gave them economic proposals that will retain and recruit staff for quality care in Snohomish County. So many of our coworkers have left because they can make significantly more doing the same job elsewhere. We told management that we need to address the economic changes and increased cost of living we are all seeing in our community.



Our cost of living has rapidly increased – this year it has increased from 6%, and that is down from 9% in 2021. The price of food increased 9% over last year, while energy increased 7%. Even as the overall Consumer Price Index levels out, our necessities continue to get more and more expensive.



32% of Snohomish County residents rent their homes. \$2,044 is the fair market value of a 2 bedroom apartment. To afford that, a person would have to make \$39/hour or an annual income of \$81,760, just for the apartment alone.



The current median single-family home sold for \$670,000, which means a 20% down payment required to purchase that home is \$134,000.



For a working adult with 2 children, a living wage is \$114,196 annually or \$54.90/hour before taxes. A living wage is the basic amount of income needed to afford just the basics needed to survive; it does not include recreation, emergencies, or anything additional.

In our Bargaining Survey last month, our coworkers told us:

- ★ 90% of respondents said their wages don't keep up with the cost of living.
- ★ 67% said they struggle to pay for necessities like rent/mortgage, childcare, healthcare, groceries, etc.

We told management that we are struggling to make a living wage here at PHHCSC and it is impacting our ability to give quality patient care. We know that our proposals will make the changes we need to see.



Our proposed across-the-board wage increases

- ★ April 1, 2023: **10%** across-the-board wage increase
- ★ April 1, 2024: **8%** across-the-board wage increase
- ★ January 1, 2024: **5%** across-the-board wage increase

Shift Differentials Evening Shift **\$3.25/hour** for all job classes
Night Shift: **\$4.50/hour** for all job classes
Weekend: **\$4.50/hour** for all job classes

Standby/Callback: **\$5.75/hour** for all job classes
Chaplains get **\$450** for after hours Mon-Sun, **\$150** on Sat & Sun
Exempt HH RNs get **\$150** for each standby shift (17-0800)
Telephone Consults: 1 – 10 calls/on call \$100
> 11 calls/on call \$180

In addition to wages, we presented some proposals regarding social worker licensure and contract duration.

- ★ Management will provide direct supervision for all hours needed for Social Workers to obtain their LICSW and if they cannot provide direct supervision, they shall pay for outside supervision.
- ★ Upon ratification, the contract will last until June 30, 2025.

Our next bargaining sessions are scheduled for May 24 and May 31.



“We spoke directly to management about wages falling behind the cost of living. This is not who we want to be. Our proposals include raises, increases to premiums and differentials that will not only increase pay, but address inequities.”

- **Cynthia Robson, SW Hospice and Bargaining Team Member**

“A majority of our members sent emails to executive Terri Warren last week in support of us on the bargaining team. We told her that a \$1000 bonus is not enough. It is essential that we continue to unite as a union because that is how we win what we need to retain and recruit staff.”

- **Sarah Taylor, Hospice RN and Bargaining Team Member**

