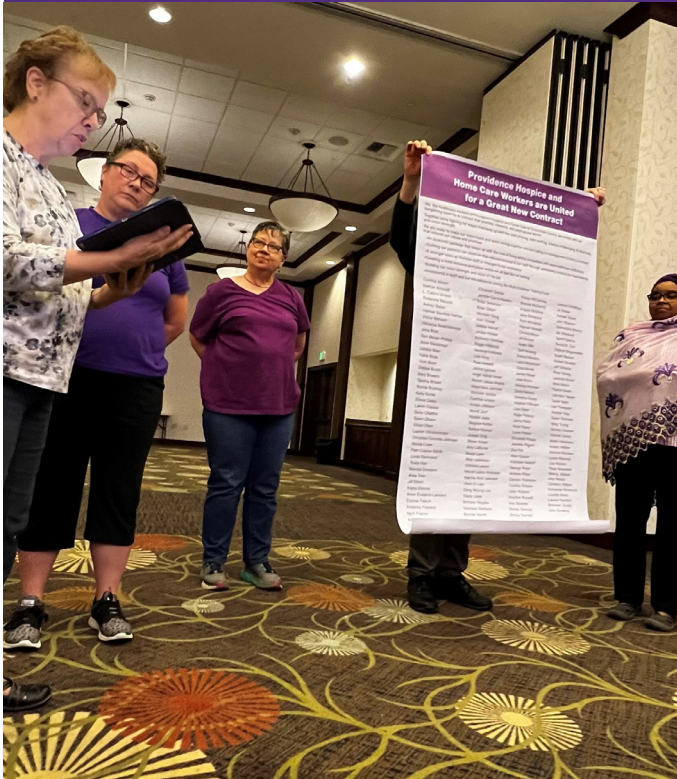




BARGAINING UPDATE

We are united for a great contract that protects, respects, and pays us our worth



A supermajority of us signed the Unity Petition and the Bargaining Team delivered our petition calling on management to bring:

- ★ An economic package that keeps up with the cost of living and is competitive with area healthcare institutions
- ★ Staffing our patients can count on that reduces burnout in our staff through addressing productivity requirements
- ★ A stronger voice as frontline staff in changes to our workplace
- ★ Creating a more inclusive workplace where we all feel like we belong
- ★ Building our union strength and voice on the job
- ★ Investments in staff and our educations by joining the Multi-Employer Training Fund



“As a Bargaining Team, we put forward the last of our proposals to the management team today. We presented the management team our unity petition, a six-foot paper scroll, emphasizing the importance of the work we do, what we need from management, listing all the names of the workers, signed by 70% of all Snohomish County Providence Hospice & Home Care Members. Thank you to all the employees who signed the unity petition. Your presence was represented at the meeting.

Management presented at the end of the day a comprehensive proposal, part of which was an initial economic package, which is a step forward in giving us a proposal, but the proposal does not meet the needs of all our workers. We look forward to future bargaining sessions. We need all members to continue to support the Bargaining Team as we continue to represent the important work you do.”
- John Shannon, Hospice SW and Bargaining Team Member



Frontline staff know what's best for our patients: We need a strong voice in staffing

Our last proposals to management included staffing language, productivity, and incentives for salaried staff. We know what our patients need and how much time and effort is required to do our jobs. We must have a say in staffing decisions and unit adjustments. We must continue to stand united and keep the pressure on management to do the right thing!



“During negotiations this week, we proposed to get increased Units for Admits/Start of Care (3.0), ROC/Re-Cert (2.0), Agency Discharge (2.0) and Discipline Discharge (1.5). Also, we proposed new units for - Lab Drop Off (0.75) and for travel > 40 miles (1.0). We also proposed changing the UTME Credit to 1.0 Unit for every hour of a Mandatory Meeting. Management said they would look into it later but we plan to continue pushing for fair compensation for the time it takes us to complete all our Oasis visits.”

- **Lee Thompson, Home Health RN and Bargaining Team Member**

Message from the Bargaining Team

We are encouraged that management brought such a comprehensive proposal and that they are taking our bargaining seriously. We need them to keep showing up this way. AND, it's not enough. They need to do better. It will take all of us standing together to make sure no one is left behind!

