

BARGAINING UPDATE

We're standing up for livable wages and contract improvements that will retain and recruit

Your bargaining team shared our experiences and everyday struggles caused by short staffing and inadequate wages and compensation. We have made progress at the bargaining table but there's more work to do. We know our strength and unity will move management to accept proposals that reflect our values.

Our Values	Our Proposal	Providence's Proposal
Creating a more inclusive workplace where we all feel like we belong	New Organizational Equity & Inclusion language that would prioritize learning in our Labor Management Committee with support from outside facilitators	⊗ NO



"Providence's value for justice: we stand in solidarity with the most vulnerable, working to remove the causes of oppression and promote justice for all. None of us questions this core value. The challenge comes in the work we need to do. That the systems of oppression and exclusion, the beliefs and the responses that underlie them are deeply woven into our institutions, culture and ourselves. It's hard to know what you don't know. Often, we need skilled others to help us, others who are not inside the organization, who are better able to identify and help us address structures and habits that sustain inequity. Can we demonstrate our commitment to this value with openness and humility?"
- **Cynthia Robson, Hospice SW and Bargaining Team Member**

Our Values	Our Proposal	Providence's Proposal
Invest in us and our educational development	SEIU Healthcare 1199NW Multi-Employer Training Fund that would give money up front for us to go back to school or get CEUs	⊗ NO



I support the Multi-Employer Training Fund. I benefited from a fund like this and was able to obtain my RN because of it. The Training Fund will give us the money to use for needed educational opportunities, certifications and CEUs to maintain our licenses."
- **Sarah Taylor, Hospice RN and Bargaining Team Member**

Our Values	Our Proposal	Providence's Proposal
Economic package that keeps up with the cost of living and is competitive with area healthcare institutions	4/1/2023 - 10%	At ratification - 3%
	4/1/2024 - 7.5%	4/1/2024 - 2.5%
	1/1/2025 - 5%	4/1/2025 - 2.0%
	\$5/hr market adjustment for HH and Hospice Aides, CCAs, and Schedulers	2 Pay-Periods after Ratifications market adjustments for: <ul style="list-style-type: none"> ▪ HH and Hospice Aides - 10% ▪ CCA - 2% ▪ Scheduler - 2% ▪ Bereavement Counselor - 8% ▪ SW - 8% ▪ SLP - 8.5% ▪ OT - 8% ▪ COTA - 8% ▪ PTA - 8% ▪ PT - 7.5% ▪ Admit Coord/LPN - 7% 1 year after Ratification: <ul style="list-style-type: none"> ▪ HH and Hospice Aide - 7%



"Looking at managements' recent economic proposal, it doesn't respect or reward the Hospice and Home Health Employee's high quality and sensitive care that they provide each day and for the last three years during a very difficult and high-stress pandemic period. The proposal doesn't encourage retention of valued staff or recruitment when other area providers pay more. The proposal does not reflect the current high cost of living, the increased costs for housing, food or gas."
- **John Shannon, Hospice SW and Bargaining Team Member**

Our Values		Our Proposal	Providence's Proposal
Holiday pay, differentials and premiums that compete and recognize our work	Evening Shift Differential	\$3/hour for all jobs	✔ \$3/hour for all jobs
	Night Shift Differential	\$4/hour for all jobs	✔ \$4/hour for all jobs
	Weekend Premium	\$4.50/hour for all jobs	⊗ NO
	RN BSN/MSN Premium	\$1/hour	⊗ NO
	Standby/Call	\$5.25/hour for hourly jobs and increases to call shifts for salaried employees	⊗ NO
	Certification Pay	\$1/hour for all jobs	✔ \$1/hour for all jobs
	Holiday Pay	Pay for Holiday and observed holiday if different	✔ Pay for Holiday and observed holiday if different
	Observed Holidays	Add Eid and Juneteenth	⊗ NO



“The weekend premium pay increase is needed because we have a difficult time getting staff to fill in the gaps in our weekend schedules. Currently calls go out for help and no one replies. We end up having to tell patients that no one is available, and patients are not being adequately cared for. Our current weekend premium does not make a difference. All of our proposals for differentials and premiums are needed for better patient care and recruitment and retention of staff.”

- **Lynne Warnock, Triage RN Home Health and Bargaining Team Member**

Our Values		Our Proposal	Providence's Proposal
Placement on the wage scale that reflects all our experience	ALL current employees get placed on the appropriate wage step that reflects their past comparable experience	Agree - but NOT until 6/1/2024 to moving all current employees,	
Have a stronger voice as frontline staff in changes to our workplace	If there is a sale, closure or transfer of PHHCSC - 90 days' notices, rehire staff first, honor seniority, honor the contract if sold, transparency with any changes.	Agree to 90 days' notice BUT Nothing Else.	
	No subcontracting of our jobs	⊗ NO	
	Neutrality with any future collective bargaining	⊗ NO	
Staffing our patients can count on and reduces burnout in our staff through addressing productivity requirements	Increases to incentive \$\$ amounts	⊗ NO	
	Increase specific unit amounts: • Admits/Start of Care (3.0) • ROC/Re-Cert (2.0) • Agency Discharge (2.0) • Discipline Discharge (1.5) Proposed new units for: • Lab Drop Off (0.75) travel > 40 miles (1.0)	⊗ NO	
	Changes to the UTME Credit: 1 unit for each hour of mandatory meeting Changes LMC to include staffing plans and other changes	⊗ NO	



“As the Oasis charting gets longer and longer, it takes more time for charting, creating care plans, writing and getting orders, and case communications. The amount of time needed for lab drops and the excessive milage all need extra units to compensate for the time needed to complete. All of these need to be increased by 0.5 units. We need to be compensated for time worked.”

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

Our Values		Our Proposal	Providence's Proposal
Labor/Management Partnership	Both HH and Hospice Directors will attend the monthly LMC where their decision making is necessary	⊗ NO	



“Nathaniel and Sylvia, we need your presence and full and undivided attention during these meetings, and we need you to take timely, constructive, and objective actions to address our members' issues.”

- **Neneh Avants-Jallow, Home Health RN and Bargaining Team Member**

June

6

Monday

We meet with management again on **Monday, June 6.**