


# United for wages that recruit, retain, and help ensure safe care

Our bargaining team met for our seventh bargaining session this week and received yet another wage proposal from management that would have workers who have dedicated over 20 years at St. Elizabeth to lose pay! St. Elizabeth techs are so far behind other hospitals in King County that the increases that are needed to catch up would be over 30-40% for some job titles.

It's unfortunate that management is continuing to propose disappointing and disrespectful wages and rejecting our staffing proposals that would help recruit and retain DI Techs. This latest wage proposal from management is unacceptable!

## Current Wage Scale

Title	ST 23	ST 24	ST 25	ST 26
CT TECH	\$ 56.02	\$ 57.56	\$ 59.14	\$ 60.77
MAMMO/RAD TECH	\$ 50.69	\$ 52.06	\$ 53.46	\$ 54.90
MRI TECH	\$ 66.57	\$ 68.40	\$ 70.28	\$ 72.21
NUCLEAR MED TECH	\$ 65.72	\$ 67.53	\$ 69.39	\$ 71.30
RADIOLOGY TECH	\$ 49.69	\$ 51.06	\$ 52.46	\$ 53.90
SONOGRAPHER	\$ 63.76	\$ 65.51	\$ 67.31	\$ 69.16
SONOGRAPHER - NON REG				
RADIOLOGY TECH - NON REG				



“Management is only offering a 0.25% movement onto their already incredibly low offer, and they think we are pushovers. Management thinks they can berate us like children to get what they want. We need to show them we are mad and not going to take it! VMFH: Start bargaining in good faith.”  
- Kurt Dunning, Echo


## 6/1/23 Employer proposal

Contract Job Title	ST 17	ST 18	ST 19	ST 20	ST 21	ST 22	ST 23	ST 24	ST 25	ST 26
CT TECHNOLOGIST	\$57.69	\$58.41	\$59.14	\$59.88						
MAMMO/RAD TECH	\$54.26	\$54.94	\$55.63	\$56.33						
MRI TECHNOLOGIST	\$68.18	\$69.04	\$69.91	\$70.79						
NUCLEAR MED TECHNOLOGIST	\$67.36	\$68.21	\$69.07	\$69.94						
RADIOLOGIC TECHNOLOGIST	\$51.28	\$51.80	\$52.32	\$52.85						
SONOGRAPHER	\$65.33	\$65.98	\$66.64	\$67.30						

## Current vs 6/1/23 Employer proposal

Contract Job Title	ST 17	ST 18	ST 19	Step 26 vs New Step 20						
				ST 20	ST 21	ST 22	ST 23	ST 24	ST 25	ST 26
CT TECHNOLOGIST	11.72%	10.08%	11.46%	-1.46%						
MAMMO/RAD TECH	15.92%	14.29%	15.73%	2.60%						
MRI TECHNOLOGIST	11.10%	9.48%	10.86%	-1.97%						
NUCLEAR MED TECHNOLOGIST	11.19%	9.57%	10.96%	-1.91%						
RADIOLOGIC TECHNOLOGIST	11.94%	10.05%	11.15%	-1.95%						
SONOGRAPHER	11.16%	9.26%	10.35%	-2.69%						

“Almost every day for several years now we have had limited or no services available at all in specific imaging modalities due to extremely limited staff. Valley Medical Center is paying 19% more on the wage scales. In Cat Scan we have a \$20,000 hiring bonus and we still can't get anyone in the door. This is due to VMFH refusing to raise wages. How can we recruit and retain qualified staff if VMFH are only going to offer a 2.5% raise? Their latest wage scale actually proposes I take a \$1 pay cut. VMFH needs to be realistic and get up to regional market standards. Paying almost 15-20% less than other regional hospitals will not solve the staffing crisis. Lack of staff is putting the lives and safety of the Enumclaw community at risk. Help us take a stand, let anyone and everyone you meet know. Help us send a clear and loud message to VMFH that their actions are harming the community will not be tolerated and must change! Patient care before profits. Patient safety before profits. Employee well-being above profits.”  
- Jason Schaefer, RT (R)(CT)





“Management is continuing to hold fast to their initial proposals. In response, we are holding strong for increased wages to recruit and retain staff. The management team is focused solely on cost. They don’t understand, nor do they seem to care to learn, what we have gone through over the past few years or how their saving money on wages affects our ability to meet our obligations to provide services to the community. During the entire pandemic the X-Ray department was not offered any increase in wages. In fact, we were all denied some bonuses that were given to VMFH Tech employees elsewhere. Sadly, VMFH has a history of neglecting us and has eroded our faith that they have our interests at heart. Now members on their side are trying to imply we are negotiating in bad faith, but they haven’t earned our trust or shown any realistic good faith offer that we can bring to you. Your bargaining team is absolutely committed to getting you a contract that raises us up to meet the market and helps us to attract new employees. In the days to come we expect we may see management’s messaging become more aggressive and one-sided. Your team is available to answer your questions or explain our positions at any time.” - **Chad Reilly, X-Ray**



Our cost of living has rapidly increased over the past three years. In April 2023, the cost of living is 6.9% following 9.1% in April of 2021. The cost of some goods- like food and energy- increase faster than the general CPI.



44% of people in King County and 37% of people in Pierce County rent their homes. To afford a two-bedroom apartment at the fair market rate, a member needs to make \$39/hour (King), \$28.54/hour (Pierce) to pay for just the apartment alone.



The current median single-family home sold for \$821,300 in King County and \$524,100 in Pierce County. Even to buy a home in Pierce County- where it is significantly less expensive than King- a downpayment is over \$100,000 and a monthly payment is at least \$3,000.

**Our next bargaining date is scheduled for June 26. Stay tuned and talk to your bargaining team members to find out about upcoming community actions and bargaining updates.**



## Bargaining team

Chad Reilly, XR

Jason Schaefer, CT

Kurt Dunning, US/ECHO

Terri S, MRI

## Our union is moving to a new office building!

This month, we will be moving from our current Renton office to a new building in Kent. Please update your records accordingly!

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