

Our Strategy is Moving Management at the Bargaining Table!

Updates from the bargaining table

1. We preserved our contract through integration, meaning our rights and protections stay in place when we integrate with Kirkland.
2. We moved management to commit to give us the healthcare information as soon as they get it, so we can bargain healthcare right away.
3. Our winning strategy that gives us a strong voice in healthcare and job protections means we can move forward with our wage increases NOW!



Our bargaining team's strategy of tying our wage increases to healthcare and preserving our voice in Kirkland integration worked. We won on successorship - management backed off their takeaway, and now we can implement the wage increases we need. Additionally, we moved management to the largest bonuses ever offered at Monroe.

While these negotiations are a step in the right direction, we know that what management is offering is not enough to recruit and retain us. We'll continue to push for more back pay when we continue negotiations in July.

Our team is committed to getting these raises on everyone's paychecks as soon as possible - they should be implemented in the next pay period, starting July 2, and they should appear on your July 21 paycheck.

What we won

- Effective the first full pay period at least five business days after the LOU's effective date, the base wage rates for all classifications within SEIU's support services bargaining unit will increase by 3%. At the same time, the following support services classifications will receive an additional market adjustment of
- Effective the first full pay period at least five business days after the LOU's effective date, the base wage rates for RN and LPN classifications will increase by 18%.

Nursing Assistant Certified	19%
ED Tech/HUC	18%
Patient Sitters	14%
HUC/NAC	14%
Counselor Assistants	19%
Health Unit Coordinators	16%
Health Unit Coordinators - Outpatient	16%
Health Unit Coordinator - Lead	9%
Environmental Service Aide	10%
Floorcare	11%
Diet Aide	17%
Cook	14%
Dietary Asst Program Lead	11%
Decontam and Sterile Tech	20%
Decontam and Sterile Tech - Certified	18%
Decontam and Sterile Tech - Certified Lead	12%
Maintenance II	9%
OR Environmentalist	8%
Lab Assistant	12%
Any unlisted positions	2%

When we decided to hold out on wages, it was to make sure that we would secure our voice in a contract in the face of the merger with Kirkland, and we did it! Management withdrew their successorship takeaways and committed to giving our bargaining team the information on healthcare when they get it, which should be before our next bargaining date July 20. Stay in touch with your bargaining team members for updates next month as we work to win our next contract!

Our Bargaining Team

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