



# Our unity is our strength!

## We voted YES to ratify our historic wage reopener

We stood together and secured wage increases, credit for past experience, recognition of our degrees, and more after only 5 bargaining sessions! We unanimously voted YES to ratify our new agreement.

### What we won!

#### Credit for Past Experience

We won a higher standard for our credit for past work experience – 1:1 credit! If your skills are transferable from your previous job the employer will pro-rate credit based upon the essential duties and skills of your current job at KVH. The experience must be recent, continuous and without a break in service for 5 years.

##### What will that process look like?

Based on the employee’s original application, calculate the step that each employee should be on had they been hired using the above methodology. All current employees will be notified of step change adjustment process on or before August 1.

1. Every employee should be notified that their review is complete, even if the review results in no change to your step placement
2. A 30-day period for employees to file a formal petition for review
3. KVH shall respond to formal petition in writing within 14 days
4. Transition employees to the appropriate step on the wage scale on October 1, 2023

“With this new contract standard and management’s commitment to auditing our current employees, we will be all be given credit for the experience we bring to KVH. The bargaining team is happy that everyone will be credited equally for the work experience that applies to their jobs. Contact a delegate or organizer if you need help with the transition process!” - **Nicole West, RN, ER**



#### Recognition of Degrees

Before, KVH only recognized and paid additional money if you had a BSN, but we moved management into recognizing and valuing ALL education! Employees who hold any of the degrees below that are **not a requirement of their current job description** will receive an hourly differential for all hours worked.

- Associate degrees: **\$0.50** per hour
- Bachelor’s degrees: **\$1.00** per hour
- Masters / PhD degrees: **\$1.50** per hour
- BSN or advanced degrees: **\$2.00** per hour

Degrees must be from an accredited institution. Maximum of 1 degree differential.

**\*\* This process is employee-driven. Submit your paperwork to HR ASAP! \*\***

“Even if it is not a requirement for your job, having a degree brings value to KVH! Management has agreed to recognize that value. I hope that this will also help with recruitment of community members to work here at KVH.” - **Elizabeth King, MA II**



#### Minimum Wage Adjustments

Management has adjusted wage scales based on yearly minimum wage adjustments in the past. This left those that fell just above minimum wage without an adjustment. Management has agreed to adjust **all wage scales** at a rate of at least minimum wage plus 2%. This will be updated as the State minimum wage changes. The entire scale will be adjusted accordingly. The employees will remain at their current step.

#### Across-the-Board Increases and Market Adjustments

All bargaining unit employees will receive between a 4.5% to 10% wage increase. On your anniversary date you will receive an additional 2% wage increase and move a step on the wage scale.

Those at the top of the scale will receive the percentage below upon ratification and will continue to receive the \$750 lump sum on your anniversary date.

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Effective July 1 2023	Positions Impacted	Effective July 1 2023	Positions Impacted
10.0%	Massage Therapist, Medical Assistant II (Certified) Specialty Clinic Assistant (Certified) Coder II (Certified) Optometry Assistant Unit Secretary ED Technician Medical Records Clinic CST II (Certified) Community Health Worker Facilities General Laborer Medical Technologist Physical Therapy Assistant Physical Therapy Aide, Facilities Tech I (new) Purchasing Clerk, Facilities Tech III (Formerly Tech II) Receipt Clerk CNA Biller Clinical Lab Assistant Financial Counselor	7.0%	Dietary Specialist CST I (non-certified)
		6.0%	Wound Care Coordinator Pharmacy Assistant Registered Patient Access Representative
		4.75%	Surgical Tech II (certified) Barista Courier Dental Assistant Dental Hygienist Radiologic Technologist Denial Reimbursement Specialist Administrative Assistant I Mammography Tech Ultrasound Technologist Referral Coordinator LPN- Hospital & HH/H RN- Infusion
9.0%	Pharmacy Technician Facilities Tech II (Formerly Tech I) RN- Hospital & HH/H Medical Laboratory Technician		
8.0%	Environmental Services Tech Medical Assistant I (registered)		

“We want KVH to be a leader in wages in our community. We have a way to go but these wage increases will bring every position at or above market value, with considerations brought to hard to fill positions. The raises, combined with potential adjustments for experience and degrees, means a significant raise for everyone at KVH from this wage reopener!” - **Josh Van Horn, Unit Secretary OR**



## Become a Union Member

The power and strength of our union is directly connected with how many of us are union members. Help make our union strong by becoming a member! We are already thinking about negotiations next year, but we'll all need to stand together to win the best agreement possible.

If you're not a member of the union, contact your delegate or union organizer, or scan the QR to fill out a membership card.



[joinseiu1199nw.org](http://joinseiu1199nw.org)

“Our union membership is the highest it's ever been. That is one of the reasons we have such big wins to celebrate from this wage reopener! If you haven't already, sign a member card today. Every new member makes our union stronger!”  
- **Jessica Green, MA II, Clinic**



**We will be back in negotiations Summer 2024 to bargain a full contract. If at any point you need help or have questions about your wages, hire in rates or degree pay please reach out to your delegate or union representative.**