

# We're Staying United for Staffing and Wages!

We voted YES to take action for a quality Tech contract at St. Elizabeth Hospital! We know that when we stand strong, we win big and that's why we voted to take action and hold VMFH administration accountable.

We have made progress in many areas, but we are down to the last few of our priorities that address staffing, wages, standby, and union rights.

Our bargaining team met with management on July 31 and on August 3. We were able to make some movement, but unfortunately management did not respond to the wages we presented Thursday morning.

"This week your bargaining team met with management twice. Because of your support and our ability to hold together, we have won several increases and are getting closer to a contract that will improve our ability to attract new techs and hold on to the great techs that we have.

Of course, as we get closer to the end, the outstanding items that have not yet been resolved are those that have been the most difficult for us to see eye to eye on. These include making sure that everyone at all steps gets a wage increase that reflects the inflated cost of living over the last few years, recognition for the huge amount of standby hours that some of us are required to take, including on holidays, and providing safeguards to ensure that mandatory low census is used sparingly and doesn't affect our ability provide the community with care or make a living.

It's now more important than ever for us to stand up as a team and let the other side know that a contract that doesn't work for everyone isn't going to work." - **Chad Reilly, Radiologic Technologist**



Article/MOU	Our Proposal	Employer Response
<b>5.3 Meal and Rest Periods</b>	Assures that employees will have uninterrupted meals and rest breaks. If a rest break is interrupted an additional 15 minutes must be provided to the employee at the earliest reasonable time.	<b>REJECT</b>
<b>6.1 Rates of Pay (Wages)</b>	A compressed wage scale that compares to King County hospitals at all steps. Across the board increases of 7.5% effective 4/1/2024 and 5.5% effective 10/1/2024.	<b>8/3 Bargaining</b> - Employer will respond on later date <b>7/13 Bargaining</b> - YR1 compressed 20 step wage scale that aligns with current step 20 not the current step 26. Across the board increases YR2 2.75% and YR3 2.75%
<b>7.1 Shift Differential</b>	Evening shift \$2.50 Night shift \$3.25	<b>REJECT</b>
<b>7.2 Standby Pay</b>	Standby status \$7.00 per hour For standby hours that exceed 60 hours per pay period employees shall receive an additional \$4.00 per hour	Effective 4/1/24 Standby status \$4.00 per hour. For standby hours that exceed 60 hours per pay period employees shall receive an additional \$0.75
<b>8.8 Premium Pay Days (Holidays)</b>	Any employee called back to work from standby on a designated holiday shall be compensated at the rate of double time (2x) the regular rate of pay for hours worked on the holiday	If the union withdraws its proposal on Section 8.8 Premium Pay Days then the employer will agree to the modified language of MOU 4
<b>8.14 Vacation</b>	Vacation requests shall be granted in their entirety no less otherwise agreed to by the requesting employee. Management must provide a reason for denying a vacation in writing	If the Employer cannot approve a requested vacation, the manager will provide a written response explaining the rationale for the denial and, upon request, meet with the employee to attempt to discuss alternatives.

Article/MOU	Our Proposal	Employer Response
NEW 12.2 Low Census Cap	New language that puts a cap of 48 hours per 6 months on mandatory low census	<b>REJECT</b>
20 Duration of Agreement	March 31, 2025 duration would allow techs to be in the same bargaining year with nurses	March 31, 2026 duration
NEW Article XX Training Fund	Allows fully funded education for employees	<b>REJECT</b>
NEW MOU Neutrality	Allows employees to join the union without opposing attempts by the employer	<b>REJECT</b>
NEW MOU Pre-Scheduled Voluntary Double Time Shift Incentive for Critical Staffing Needs	Double time for all shifts that are vacant at the time the schedule is posted	Package proposal - If the union withdraws 8.8 Premium Pay Days the employer will agree to modified language that limits the access to convert EIB to PTO
NEW MOU Loyalty Incentive Program	\$5,000 bonus to help with retention	<b>REJECT</b>
MOU 4 PTO Conversion	Long time language that allows employees to convert EIB to PTO.	<b>REJECT</b>
MOU 5 Ratification Bonus	7% on gross earnings for XX pay periods starting with pay period April 5, 2023, and ending pay period ending XXX, X, 20XX	<b>REJECT</b>
MOU 6 Lump Sum	Employees who do not receive a ratification increase shall receive an agreed upon %	<b>REJECT</b>
MOU 11 Medical Premiums	Maintenance of benefits not to exceed existing current employee premiums	<b>REJECT</b>

**We have been reaching out to community members, business owners and patients to support St. Elizabeth Diagnostic Imaging Techs for Safe Patient Care!**

If you have been turned away or put on divert to another hospital for service due to short staffing at St. Elizabeth, we want to hear from you.



[1199nw.org/3pTDFdk](https://1199nw.org/3pTDFdk)

## Next Steps

Our next bargaining date is **August 22** and **August 25**.

Stay tuned and talk to your bargaining team members to find out about upcoming community actions, any additional misinformation from management, and bargaining updates.



## Bargaining team

Chad Reilly, Radiologic Technologist  
Kurt Dunning, Sonographer

Jason Schaefer, CT Technologist  
Terri S, MRI Technologist