



## **We Stood Together in Solidarity and Persistence to Enforce Our Contract: And Won!**

In our 2021 contract negotiations, we worked hard to win across-the-board and market wage increases to keep up with the cost of living and area hospitals. But management refused to honor the 2.75% increase we won for April 2022. We stood together and used our collective voice to make management implement our hard-earned wage increases, and won an even larger percentage.

### **Our contract, settled in 2022, included:**

- ★ Maintenance of current step increases. Although steps are variable, on average eligible employees receive a 2% increase with each step
- ★ The Hospital agrees to maintain current step increases. Although the steps are variable, on average eligible employees receive a 2% increase with each step. In addition, all bargaining unit employees will receive a 2.75% across the board increase effective the first full pay period following ratification\*
- ★ Effective the first full pay period following ratification, the wage scale will include new steps 11 and 13 splitting the percentage between the ghost steps
- ★ Effective the first full pay period following ratification, the wage scale will include step increases at steps 1-4 for Linen workers and food service workers
- ★ Effective the first full pay period following January 1, 2023, the wage scale will include new steps 16 and 23, splitting the percentage between the ghost steps
- ★ Effective the full pay period following June 30, 2022 employees will receive 2.75% increase
- ★ Effective the first full pay period following June 30, 2023, employees will receive a 2.75% increase
- ★ Effective the first full pay period following January 1, 2024, employees will receive a 0.25% increase

**\*Effective April 2022, employees were supposed to receive a 2.75% increase which management blatantly denied, but we kept on pushing for what we won at the bargaining table in March of 2022.**

**We stood united to enforce our contract that we worked hard for! The day we were scheduled to have a hearing with an independent arbitrator, Providence decided to reach a settlement.**

### **Our new agreement**

- ★ We won a 3.3% wage increase going back to January 1, 2023. We will see the retro pay on December 9. This back pay will be calculated on all hours worked – including overtime!
- ★ Effective the first full pay period following January 1, 2024, employees will receive a 0.25% increase
- ★ Our commitment to enforcing our wage increases and willingness to take action secured and upheld the terms of our contracts, turning our grievance into a victory. This is a testament to the power of our unity! Our future is brighter because of our union strength.

**"This is a huge win and I'm happy to know all of my 1199NW coworkers stood together for what is right and to get what we are owed. This is a great example of what is possible when we stand together." - Desmond Ellis, EVS**



**"This has been a long time coming, especially for those of us who have been here from day 1! It's unfortunate that we were going to arbitration in the first place, only to put people through unnecessary financial stresses when management could have settled with us long ago. But on the bright side, our wage increase is even more than we asked for to begin with – 3% to 3.3%! This will be helpful to so many of us before the end of the year, with inflation affecting gas, rent, food, etc. WHEN WE FIGHT. WE WIN!" - Lonnie Pitts, HUC**