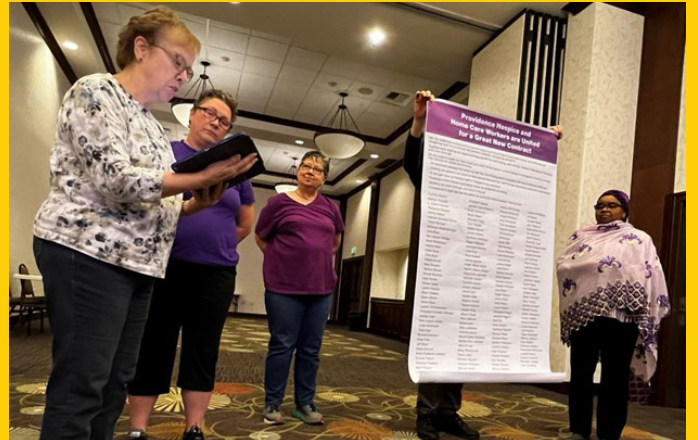


We Ratified Our New Contract: Our Unity Won Us Life-Changing Raises and More!

After 4 months of bargaining, standing together to take action, and even voting YES to hold an informational picket, if necessary, we unanimously voted YES to ratify a great second contract! We held strong for a contract that will help us recruit and retain great coworkers, and it paid off.



We showed management our unity through:

- ☑ Our Unity Petition - We showed overwhelming support for our bargaining team as they fought for our proposals
- ☑ Our majority email action in support of our bargaining team to settle a fair contract
- ☑ Unanimous vote to authorize further escalating actions
- ☑ A super majority of us were ready to take an informational picket if necessary

Our Wins!

Improvement in our workplace for a PHHCSC where we all belong

We won Organizational Equity and Inclusion language that will guide us on the pathway to creating a workplace at Providence Hospice and Home Care where we all belong. We applied those same principles and values to each proposal by using the Racial Justice lens.

We won:







- ★ Investments in our labor and management relationship through equity facilitation - helping us and management use a lens of equity in the problems we tackle together
- ★ Our labor management committee will have 3 facilitated workshops, paid for by Providence - we will use these workshops to develop a workplan to address issues of inequity across our workplace

“We put a spotlight on making sure PHHCSC is a place where everyone belongs. The Organizational Equity and Inclusion language that we won is to have professional facilitators work with our Labor Management Committee to identify equity issues and collaborate effectively with management for the good of all. We are excited to have won this proposal!” - **Cynthia Robson, Social Worker, Hospice**



Access to the SEIU 1199NW Multi-Employer Training Fund!

Access to education is the best way to support upward mobility for our families and communities. By receiving financial support UP FRONT, we will be supported in advancing our careers so that we can achieve our dreams and make more money.

| | | |
|---|---|--|
|  <p>Tuition Assistance</p> <ul style="list-style-type: none"> \$3,500 – \$5,250/yr for FTE (Full Time Equivalent) 50% of Training Fund benefit |  <p>Navigation</p> <ul style="list-style-type: none"> Assessment Career Counseling College Navigation Benefit administration |  <p>Specialty Training</p> <ul style="list-style-type: none"> ACET: EVS Safety training Specialized ELL Curriculum, Smrt English |
|  <p>Support & Resources</p> <ul style="list-style-type: none"> Tutoring Workshops ELL & Basic computer skills Academic materials Employment services |  <p>Professional Development</p> <ul style="list-style-type: none"> <u>ProTech</u>: Conference & Travel <u>Service & ProTech</u>: CEUs <u>RNs</u>: Specialty Certs |  <p>Responsive Programming</p> <ul style="list-style-type: none"> Responsive programing RN to BSN HEET grants Laptop Lending Translation Services |

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Wages that keep up with area competitors and the cost of living

| | |
|--|---|
| <p>Starting Sept 10 (the second full pay period after ratification)</p> | <p>Everyone gets a 3% raise PLUS the following market adjustments:</p> <ul style="list-style-type: none"> Bereavement Counselor 10% Chaplain 7% Clinical Assistant 5% COTA 8% Home Health Aide 10% Hospice Aide 10% LPN 10% OT 8% OT 8% PT 7.5% PTA 8% RN 7% Scheduler 5% Social Worker 10% Speech Language Pathologist 8.5% <p>PLUS everyone will receive a \$600 ratification bonus prorated by FTE!</p> |
| <p>The first full pay period after April 1, 2024</p> | <p>Everyone gets another 3% raise</p> |
| <p>August 2024</p> | <p>The following jobs get an additional market adjustment:</p> <ul style="list-style-type: none"> Chaplain 3% Clinical Assistant - 3% Home Health Aide 7% Hospice Aide 7% LPN 5% Scheduler 3% |
| <p>The first full pay period after November 1, 2024</p> | <p>Everyone gets another 3% raise</p> |
| <p>The first full pay period after April 1, 2025</p> | <p>Everyone gets another 3% raise</p> |
| <p>Our contract expires on February 1, 2026 - so we'll be back at the table to bargain raises for 2026 and beyond!</p> | |

We'll start earning our higher rates on September 10 and will see it on our September 29 paychecks!



“We won a great economic package! Market adjustments, across the board raises and credit for experience. EVERYONE got market adjustments! Those of us that are below our appropriate experience step will be made whole going forward! With your consistent support of the actions we showed solidarity and also won the RESPECT of the Providence team. Thanks for supporting the bargaining team!” - Milli Uzoma, LPN, Hospice

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In our first contract, we won our brand new wage scale and full credit for experience for any new employees hired after our agreement. We knew we needed to keep fighting for full placement on the wage scale for all of us who were here before we settled that!

In this contract we won **FULL PLACEMENT ON THE WAGE SCALE FOR EVERYONE!** This means we'll see an additional wage increase as we are put on the appropriate step of the scale.

Example:

RN Scale with the Sept 10 raises

| Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 | Step 21 |
|---------|---------|---------|---------|---------|---------|---------|
| \$60.46 | \$61.81 | \$61.81 | \$63.05 | \$63.05 | \$64.15 | \$65.28 |

- ★ I've been working as an RN with relevant Home Health or Hospice experience for 19 years.
- ★ I'm currently only on Step 15 making \$54.86.
- ★ In October I'll move up to Step 19 \$63.05 equaling an additional raise of \$8.19

Next steps for everyone who was hired before March 2020:

- On **Monday, September 25** you'll receive written notice from Providence that includes what step you are currently on and what step you'll be adjusted to based on your years of relevant experience
- If you think your step placement is incorrect you will have **15 days (or until October 10)** to submit additional information for consideration to have your step placement further adjusted
- Those having their steps adjusted will move to their **new step beginning October 8**

Certification Premium

An increase from \$0.75 to \$1 for everyone!

Weekend Premium

| | | |
|--|--|--|
| RN / OT / PT / SLP LPN / PTA /COTA | MSW/Social Worker GSS Svc. Counselor Per Diem Chaplain | Home Health Aide / Hospice Aide & Non- Clinical Staff |
| \$4.00/hr | \$4.00/hr \$3.50/hr | \$4.00/hr \$2.00/hr |

Evening and Night Shift

| | RN / OT / PT / SLP | LPN / PTA / COTA | MSW/Social Worker GSS Svc. Counselor Per Diem Chaplain | Home Health Aide / Hospice Aide | Non-Clinical Staff |
|----------------|--------------------|------------------|--|---------------------------------|--------------------------|
| Evening | \$3.00/hr | \$3.00/hr | \$3 \$2.50/hr | \$3 \$2.00/hr | \$3 \$0.75/hr |
| Night | \$4.00/hr | \$4.00/hr | \$4.00/hr \$3.50/hr | \$4.00/hr \$3.00/hr | n/a |

Improvements and transparency for our Salary and Incentive program!

- ★ Transparent thresholds of how to be eligible for Salary and Incentive rates
- ★ Increase in our extra shift to \$60 per unit
- ★ Travel- Days worked x 30 miles= baseline threshold, every 40 miles above the baseline threshold = 0.75 incentive pay units
- ★ Occupational Therapist target threshold decreased from 1300 to 1170

Our labor management committee will now develop staffing plans where we have a say in appropriate caseload/workload with consideration including productivity requirements.

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Increases and additional units including:

Mandatory meetings/In-service:

0-1.5 Hours = 1 Units

1.5-3.0 2 Hours = 2 Units

3.0-4.5 3 Hours = 3 Units

4.5-6.0 4 Hours = 4 Units

| Type of Visit | Number of Units |
|--|--|
| Oasis Start of Care | 2.5 3 |
| Re-Cert/ROC/SCIC | 1.5 |
| Non-Oasis SOC | 2.0 |
| (NB) Missed Visit (no answer at door) | 0.25 |
| Routine/Repeat | 1.0 |
| Discipline Discharge | 1.0 1.25 |
| Oasis Agency Discharge | 1.5 |
| 30 day re-assess | 1.5 |
| Secondary Eval | 1.5 |
| (NB) Lab drop off | 0.25 |
| Non Oasis Agency Discharge | 1.25 |
| Vital Stim | 1.25 |
| (NB) NTUC | 1.0 |
| (NB) Non-Visit/Agency Discharge | 0.5 |
| Preceptor | 1 unit for every 4 hours, up to 2 units per day |

Building our strength for a stronger union!

- ★ It is now easier for new employees to join our union and understand the benefits of our contract by attending Union New Employee Orientation!
- ★ In the case of Providence selling our workplace, we won advanced notice and ability to meet to discuss the impacts
- ★ In the event of a layoff, severance pay is now available for those eligible
- ★ Expanded protections against discipline to Per Diems
- ★ Improvements on our say as frontline staff in any changes to our working conditions through labor management committee
- ★ Pay for holidays and/or observed holidays worked at time and a half