

## Other big wins!

- ✓ Required notification when outside groups attempt to access your personal information
- ✓ Improvements to due process: When being called into an investigatory meeting, management must now tell us what we are being investigated for prior to the meeting
- ✓ Per diem workers can now move back into an FTE position without losing seniority
- ✓ Updated staffing committee language bringing it up-to-date with the new Washington Safe & Healthy law that we helped pass last year
- ✓ 8 hours of additional PTO to observe a holiday that's culturally relevant to you

## Our new contract includes all that and more!

# A Legacy of Unity, Strength, and Workplace Standards at EvergreenHealth Monroe

For decades, we have been leading the charge to win big here at Evergreen Monroe. In the early days of our union here, back when our hospital was still known as Valley General, RNs/LPNs and Support Services workers used to bargain our contracts at separate times and at separate tables. That all changed in 2008 when our two bargaining teams joined forces to bargain our contracts as one unified team.

When our team met with management, they emphasized that regardless of our job title, we all work together, eat lunch together, sit on committees together, and rely on each other. As a unified team, we were able to achieve bigger wins from wall-to-wall!



“Having a union present in my work places gives me a sense of protection and empowerment. I think that often times, employees working for corporations or organizations feel as though they have no say over their work conditions or environments, or that we are easily replaceable with the next person’s willingness to do our job. Unfortunately, even for situations pertaining to write ups or being called into HR, employees aren’t always given the opportunity to speak their peace or given a fair chance of defending themselves. Having a union and a contract in place allows us to take back power over our future careers and allows us to hold individuals in administration and management accountable. It creates an even playing field for both parties as breaks down the wall when it comes to superiority in the work environment where individuals believe they can do as they please.” —**Roshana Revenig, Environmental Services Aide, Housekeeping**

## When we fight, we win! We ratified our contract!

The results are in! After 16 months bargaining, we came together and unanimously voted YES to ratify a great new contract that expands and preserves our union rights, brings our wages back up to the market, and so much more! We’ve already seen our year one wages implemented last summer, and we have an additional 8% in raises to look forward to throughout the next two years. And because we stayed vigilant, and took swift action when management tried delaying our bonuses, we will all be receiving up to \$1200 as a ratification bonus on our upcoming checks!



“We are all relieved that our contract is ratified after working tirelessly and diligently for 16+ months: an extra 8 hours PTO, a bonus in our next check and 18% + wage increases with 4% more in May- to name a few wins! Let’s all stay vigilant and look toward more strength in our union with our eyes on even bigger wins in 2026!”—**Nancy Anderson, RN, Detox**



# Here's what we won!

## Wages and Bonuses Year 1 Wages (July 2023)

RN	18%
Nursing Assistant Certified	22%
ED Tech/HUC	21%
Patient Sitters	17%
HUC/NAC	17%
Counselor Assistants	22%
Health Unit Coordinators	19%
Health Unit Coordinators – Outpatient	19%
Health Unit Coordinator - Lead	12%
Environmental Service Aide	13%
Floorcare	14%
Diet Aide	20%
Cook	17%
Dietary Asst Program Lead	14%
Decontam and Sterile Tech	23%
Decontam and Sterile Tech – Certified	21%
Decontam and Sterile Tech – Certified Lead	15%
Maintenance II	12%
OR Environmentalist	11%
Lab Assistant	15%
Any unlisted positions	5%

## Year 2 Wages (Spring 2024)

Everyone	4%
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## Year 3 Wages (Spring 2025)

Everyone	4%
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## Ratification bonus for everyone!

- ✓ \$1200 for 0.9-1.0 FTE, prorated for everyone below 0.9.
- ✓ \$300 for Per Diem workers who fulfilled their mandatory hours requirement in 2022.

## Longevity Step Increases

- ✓ All FTE staff move up the wage scale every year (no longer have to wait until 1664 hours worked)
- ✓ All per diem staff will move up after only 2 years instead of 4

## Premiums and differentials

### Service workers

- ✓ Evening differential \$1.50/hr > \$1.75/hr
- ✓ Night differential \$2.50/hr > \$2.75/hr
- ✓ [NEW] Preceptor: \$1/hr

### RN

- ✓ Charge Nurse differential \$2.25/hr > \$2.50/hr

## Healthcare

- ✓ We secured the current premium split, and will only be responsible for 50% of any future increases

## Union rights

### Successorship language preserved!

- ✓ We fought off numerous take-aways by the Employer, including one that would strip our rights when we integrate with Kirkland. Preserving successorship was one of the most important victories we could achieve in this bargaining, and we did it!

### New employee orientation!

- ✓ Language to protect union time/access in the event NEO goes virtual again
- ✓ Paid time for new employees to attend union orientation
- ✓ A list of new hires prior to orientation to ensure all incoming coworkers can be informed about our union