

A Legacy of Unity, Strength, and Workplace Standards at Klickitat Valley Health

Investing in our strength as a union is the only way to continue to take on profit-driven healthcare systems and the executives who run them, to keep standards high, and to ensure we're a union where every member belongs and thrives.

Our story of union strength

Our strength and solidarity as a union is the only way we've won gains. Together, we've:

- ✓ Organized sticker-ups
- ✓ Created and circulated petitions
- ✓ Led membership drives to keep our union strong and healthy
- ✓ Voted yes for a strike, but we prevailed in bargaining
- ✓ Wrote letters to the board of directors and taken action when needed

The union difference at Klickitat Valley Health

Across the board wage increases

- ✓ Bargaining unit employees received an average 19% wage increase over the last two years
- ✓ Additional top steps

Pay for experience and education

- ✓ Full 1:1 credit for experience. For the longest time service workers had a 1:3 ratio, 1:2 for professionals and 1:1 for nurses. During our last wage reopener we won parity with nurses so everyone will be getting 1:1 credit for past experience with an audit done for internal equity
- ✓ Increased differentials for shift pay, certifications, preceptor, lead pay and bilingual differentials
- ✓ Audits on past experience so many coworkers saw anywhere from 1-7 additional steps
- ✓ Degree pay – more higher education money and more job titles that qualify. Before only if you had your nursing degree did you receive a premium now it's any associates, masters or PHD for an accredited institution

Respect for our time

- ✓ Additional holidays



“During the last wage reopener, we won 1:1 credit for past experiences for all job classes! Management also agreed to review current employees’ applications and credit them for their experience. As a result, I was granted 11 steps onto my wage! This was a huge win for our union.”

-Nancy Yoesle, ED RN

“Without the Union, there are no guaranteed wages or wage increases. We are at the discretion of KVH. Having a Union holds management accountable to give periodic wage increases and competitive rates. I am so grateful to be able to have a voice in our working conditions through our Union!”

-Jennifer Fritz, ED Tech

