



# Bargaining is underway! We had our first session with management

Our bargaining team came ready to face management share our values for a strong new contract.

We, the employees of Providence Sound HomeCare & Hospice, stand together to make sure that our patients get the best quality care, and our pay and benefits allow us to thrive. Our wages and working conditions must be in alignment with all Providence lines of service. As SEIU Healthcare 1199NW union members we are committed to bargaining a contract that ensures quality care for our patients with employees feeling appreciated for the work we do in our communities. We are committed to a strong contract with NO takeaways, wage increases that recruit and retain, with workloads that promote work-life balance.



### Improvements to accessing our sick leave/EIB accruals

(1) Our proposal allows us to access our sick time for ourselves and our family members immediately, No more waiting period, no more exhausting our PTO before being allowed to access EIB.

### Increases to shift premiums, standby time, and certification pay

(2) Shift premiums allow for fair compensation for those who have to work outside of typical workdays and hours. Increased pay for standby time which recognizes the impact on work life balance.

(3) Increase Certification pay and grow the list of Certifications that are compensated.

### Holiday pay

(4) Our proposal would give holiday pay to anyone who is regularly scheduled whether they work or not. It also calls for increased Holiday premium pay when caregivers work. The additional pay shows respect to caregivers who are taking time away from their families and personal lives to care for vulnerable patients.

### Increase the strength of our Labor-Management Committee

(5) We proposed an increase to the size of our Labor-Management Committee to include 3 employees from HomeCare and 3 from Hospice.

(6) We shared powerful stories about workplace hazards, violence, and safety home health employees face every day on the job. We proposed that a Labor-Management Committee be empowered to address these concerns alongside management.

### We discussed strengthening our union

(7) Meeting new members on their first day to welcome them into the union with a New Employee Orientation.

(8) Adding language to our contract which allows members to protect their job while working with the union to build and strengthen its membership.

(9) Pay allocated for bargaining team members during negotiations. An agreement to allow co-workers to donate PTO hours to bargaining team members if they need it.



“We shared real instances of safety and other issues we face daily in our patients' homes, but that isn't enough! We deserve a seat at the table to collaborate with management on decisions and improvements that impact on our jobs.

We have a sincere invested interest in making changes to many areas of our job, and we look forward to coming to legitimate fair agreements

which center patients and caregivers.” **-Sheila Benning, LPN, Home Care**

“There needs to be improvements to our compensation which accounts for certifications recognizing the skills and education which increases the quality of patient care. Competitive wages based on other healthcare providers throughout our region are essential when recruiting and retaining high-quality caregivers.” **-Cheryl Harper, LPN, Home Care**

## Bargaining Team

Anaya Balter, RN Hospice

Sheila Benning, LPN, Home Care

Anthony Harris-White, RN, Home Care

Cheryl Harper, LPN, Home Care

Masami Hutchins, MSW, Hospice

Stand with your bargaining team by signing our unity petition! ➔



[1199nw.org/4gb8PSC](https://1199nw.org/4gb8PSC)

**We look forward to our next bargaining session on January 7, 2025.**

