



# BARGAINING STATUS REPORT\*

| Priority   | Union Proposal   | Management Response |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
|--|--|---------------------|----------|-----------|-----------------------|--------|--------|-----------------------|-------|--------|------|-------|--------|------------------|--------|--------|--------------|--------|--------|-----|-------|--------|--------------------------|-------|--------|-------------------------------|-------|--------|-----------------------|-------|--------|-----------------------|--------|--------|------------------------|-------|--------|--------------------------|-------|--------|--------------------|-------|--------|-----------------------|-------|--------|-------------------------|--------|--------|----------|--------|--------|-----------------|--------|--------|------------------------|-------|--------|------------------|-------|--------|----------------|-------|--------|---------------------|-------|--------|----------------------|-------|--------|---|
| <b>Competitive Wages</b>   | <p>Increases that reflect the wage standards in the South Puget Sound.</p> <p><u>Across the Board raises:</u></p> <p>Year 1: 6% or \$5/hr, whichever is greater</p> <p>Year 2: 7%</p> <p>Year 3: 3% &amp; 3.5% (6 months later)</p> <p>Market adjustments by classification:</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr style="background-color: #004a7c; color: white;"> <th style="width: 60%;">Position Title</th> <th style="width: 20%;">Year 1 %</th> <th style="width: 20%;">Year 2 \$</th> </tr> </thead> <tbody> <tr><td>BEREAVEMENT COUNSELOR</td><td style="text-align: center;">11.00%</td><td style="text-align: center;">\$5.50</td></tr> <tr><td>BEREAVEMENT SVCS ASST</td><td style="text-align: center;">5.00%</td><td style="text-align: center;">\$0.00</td></tr> <tr><td>COTA</td><td style="text-align: center;">5.00%</td><td style="text-align: center;">\$0.00</td></tr> <tr><td>HOME HEALTH AIDE</td><td style="text-align: center;">11.00%</td><td style="text-align: center;">\$5.00</td></tr> <tr><td>HOSPICE AIDE</td><td style="text-align: center;">11.00%</td><td style="text-align: center;">\$5.00</td></tr> <tr><td>LPN</td><td style="text-align: center;">8.00%</td><td style="text-align: center;">\$4.50</td></tr> <tr><td>LPN CLINICAL COORDINATOR</td><td style="text-align: center;">8.00%</td><td style="text-align: center;">\$4.50</td></tr> <tr><td>MATERIALS MANAGEMENT CLERK LD</td><td style="text-align: center;">5.00%</td><td style="text-align: center;">\$0.00</td></tr> <tr><td>MEDICAL RECORDS CLERK</td><td style="text-align: center;">8.00%</td><td style="text-align: center;">\$0.00</td></tr> <tr><td>MEDICAL SOCIAL WORKER</td><td style="text-align: center;">11.00%</td><td style="text-align: center;">\$5.50</td></tr> <tr><td>OCCUPATIONAL THERAPIST</td><td style="text-align: center;">5.00%</td><td style="text-align: center;">\$0.00</td></tr> <tr><td>OT WOUND CARE SPECIALIST</td><td style="text-align: center;">5.00%</td><td style="text-align: center;">\$0.00</td></tr> <tr><td>PHYSICAL THERAPIST</td><td style="text-align: center;">5.00%</td><td style="text-align: center;">\$0.00</td></tr> <tr><td>PHYSICAL THERAPY ASST</td><td style="text-align: center;">5.00%</td><td style="text-align: center;">\$0.00</td></tr> <tr><td>RN BEHAVIORAL HEALTH-HH</td><td style="text-align: center;">11.00%</td><td style="text-align: center;">\$7.40</td></tr> <tr><td>RN Staff</td><td style="text-align: center;">11.00%</td><td style="text-align: center;">\$7.40</td></tr> <tr><td>RN TRIAGE NURSE</td><td style="text-align: center;">11.00%</td><td style="text-align: center;">\$7.40</td></tr> <tr><td>SCHEDULING OFFICE ASST</td><td style="text-align: center;">6.00%</td><td style="text-align: center;">\$0.00</td></tr> <tr><td>SPEECH THERAPIST</td><td style="text-align: center;">5.00%</td><td style="text-align: center;">\$0.00</td></tr> <tr><td>TEAM ASSISTANT</td><td style="text-align: center;">5.00%</td><td style="text-align: center;">\$0.00</td></tr> <tr><td>VOLUNTEER SVCS ASST</td><td style="text-align: center;">8.00%</td><td style="text-align: center;">\$0.00</td></tr> <tr><td>VOLUNTEER SVCS COORD</td><td style="text-align: center;">5.00%</td><td style="text-align: center;">\$0.00</td></tr> </tbody> </table> | Position Title      | Year 1 % | Year 2 \$ | BEREAVEMENT COUNSELOR | 11.00% | \$5.50 | BEREAVEMENT SVCS ASST | 5.00% | \$0.00 | COTA | 5.00% | \$0.00 | HOME HEALTH AIDE | 11.00% | \$5.00 | HOSPICE AIDE | 11.00% | \$5.00 | LPN | 8.00% | \$4.50 | LPN CLINICAL COORDINATOR | 8.00% | \$4.50 | MATERIALS MANAGEMENT CLERK LD | 5.00% | \$0.00 | MEDICAL RECORDS CLERK | 8.00% | \$0.00 | MEDICAL SOCIAL WORKER | 11.00% | \$5.50 | OCCUPATIONAL THERAPIST | 5.00% | \$0.00 | OT WOUND CARE SPECIALIST | 5.00% | \$0.00 | PHYSICAL THERAPIST | 5.00% | \$0.00 | PHYSICAL THERAPY ASST | 5.00% | \$0.00 | RN BEHAVIORAL HEALTH-HH | 11.00% | \$7.40 | RN Staff | 11.00% | \$7.40 | RN TRIAGE NURSE | 11.00% | \$7.40 | SCHEDULING OFFICE ASST | 6.00% | \$0.00 | SPEECH THERAPIST | 5.00% | \$0.00 | TEAM ASSISTANT | 5.00% | \$0.00 | VOLUNTEER SVCS ASST | 8.00% | \$0.00 | VOLUNTEER SVCS COORD | 5.00% | \$0.00 | <p>Year 1. 4%</p> <p>Year 2. 3%</p> <p>Year 3. 3%.</p> <p>A one-time ratification bonus of \$2,500. The RN's who are at steps 1-7 would be moved to step 8. All other classifications would start on Step 5.</p> <ul style="list-style-type: none"> <li>● No dollar amount raises</li> <li>● No market adjustments</li> <li>● No significant movement for RNs above step 8 and everyone else above step 5.</li> </ul> |
| Position Title   | Year 1 %   | Year 2 \$           |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| BEREAVEMENT COUNSELOR  | 11.00%   | \$5.50              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| BEREAVEMENT SVCS ASST  | 5.00%  | \$0.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| COTA   | 5.00%  | \$0.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| HOME HEALTH AIDE   | 11.00%   | \$5.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| HOSPICE AIDE   | 11.00%   | \$5.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| LPN  | 8.00%  | \$4.50              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| LPN CLINICAL COORDINATOR   | 8.00%  | \$4.50              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| MATERIALS MANAGEMENT CLERK LD  | 5.00%  | \$0.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| MEDICAL RECORDS CLERK  | 8.00%  | \$0.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| MEDICAL SOCIAL WORKER  | 11.00%   | \$5.50              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| OCCUPATIONAL THERAPIST   | 5.00%  | \$0.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| OT WOUND CARE SPECIALIST   | 5.00%  | \$0.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| PHYSICAL THERAPIST   | 5.00%  | \$0.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| PHYSICAL THERAPY ASST  | 5.00%  | \$0.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| RN BEHAVIORAL HEALTH-HH  | 11.00%   | \$7.40              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| RN Staff   | 11.00%   | \$7.40              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| RN TRIAGE NURSE  | 11.00%   | \$7.40              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| SCHEDULING OFFICE ASST   | 6.00%  | \$0.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| SPEECH THERAPIST   | 5.00%  | \$0.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| TEAM ASSISTANT   | 5.00%  | \$0.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| VOLUNTEER SVCS ASST  | 8.00%  | \$0.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| VOLUNTEER SVCS COORD   | 5.00%  | \$0.00              |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| <b>Premium pay (shift differentials, standby, certification, lead and preceptor pay)</b> | Increases to reflect the best market standards in the Puget Sound  | <b>REJECTED</b>     |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |
| <b>Paycheck Correction form</b>  | Management will create a straightforward online form we can fill out to report paycheck errors. They will have a tight timeline to correct the errors. Employees with hardship can get the money owed within 48 hours.   | <b>REJECTED</b>     |          |           |                       |        |        |                       |       |        |      |       |        |                  |        |        |              |        |        |     |       |        |                          |       |        |                               |       |        |                       |       |        |                       |        |        |                        |       |        |                          |       |        |                    |       |        |                       |       |        |                         |        |        |          |        |        |                 |        |        |                        |       |        |                  |       |        |                |       |        |                     |       |        |                      |       |        |   |

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| <b>Maintenance of healthcare benefits</b>   | Maintain the level of coverage and monthly premium cost we had with Providence.  | Reimburse medical costs we have incurred during the calendar year 2025 only.   |
| <b>Successorship protection</b>   | In the case of a case of the company, Management would need to notify the union and ensure that our contract standards are assumed by the incoming employer.   | <b>NO.</b> “We want to be able to sell the business when we want to. You can work things out with the new employer.” |
| <b>Participation in the SEIU1199NW Joint Employer Training Fund</b>               | Join the training fund so we have access to training and educational opportunities to advance our careers – like every other member of our union in the Providence system.   | <b>REJECTED</b>  |
| <b>WA Safe Sick Bank (Sick days to immediate use!)</b>                            | Eliminate the EIB bank. Roll members’ balances into their WA Safe Sick Bank and/or PTO banks. Payout hours over a certain amount. No one should lose accrued time because EIB rules wouldn’t let us use our sick time.   | <b>REJECTED</b>  |
| <b>Holidays</b>   | Add the option for a Floating Holiday  | <b>NO.</b> They want us to give up a holiday we currently have for a floating holiday.                               |
| <b>Labor-Management Committee</b>   | We want to increase the size of our committee, meet monthly and ensure employees are compensated.  | <b>REJECTED</b>  |
| <b>New Employee Orientation</b>   | New employees receive a 30-minute orientation from a delegate to their contract and union rights on paid time. Increase of 15 minutes from current practice.   | <b>REJECTED</b>  |
| <b>Union Leave</b>  | Members can be released from work for up to 90 days of leave to work with the union – paid by the union.   | <b>NO.</b> Management wants employees to be forced to use PTO to cover the first week.                               |
| <b>Job Openings</b>   | Maintain current contract standards  | Management wants to stop notifying employees internally via email of open positions before posting them online.      |
| <b>Equal Opportunity and No Discrimination/ Organization Equity and Inclusion</b> | Language to protect employees when we experience harassment, sexual harassment or discrimination. Language to ensure we have access to religious accommodation, appropriate bathrooms, the ability to speak a language other than English at work, and protection when we are put in danger or stopped from doing our jobs due to inclement weather. | <b>REJECTED</b>  |
| <b>Paid Release for Negotiations</b>  | Bargaining Team will not lose wages to participate in bargaining.  | <b>REJECTED</b>  |
| <b>Union Access to Premises</b>   | Organizers can access our offices and schedule meetings if they notify Management in advance.  | <b>Tentative Agreement</b>   |
| <b>Daily Adjustments/ Productivity</b>  | Maintain and improve current contract standards, Move the agreement into our main union contract.  | <b>Tentative Agreement</b>   |
| <b>Union Dues</b>   | Management will deduct dues as instructed and remit them with adequate documentation to the union every month.   | <b>Tentative Agreement</b>   |
| <b>Low Census</b>   | Management must call off Agency employees before union members are sent home.  | <b>Tentative Agreement</b>   |

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|                                       |   |                            |
|---------------------------------------|---|----------------------------|
| <b>Workplace violence protections</b> | Employees will not be required to work in homes you determine to be unsafe.                                   | <b>Tentative Agreement</b> |
| <b>Miscellaneous Leave</b>            | Employees will be able to take leave from work for personal reasons for up to 90 days with employer approval. | <b>Tentative Agreement</b> |

\*This is a summary of the most significant topics currently on the table.



“It was great to see a supermajority of co-workers at our strike authorization votes last week. An overwhelming majority of us voted YES to authorize a strike of up to 12 weeks in duration. We are united in this decision to authorize a strike.” **Anthony Harriswhite, RN, Home Health**

“Our bargaining team is asking everyone to stay in close contact with us. If you hear any intimidation from management, let us know immediately. We have filed Unfair Labor Practice charges against the company already. We will notify you all when are ready to deliver our ten (10) days’ notice to management for the day we’ll begin and end our STRIKE.” **Kim Stauffenecker, Scheduler**



## YOUR BARGAINING TEAM AND CONTACT INFORMATION:

|  |                 |
|--|-----------------|
| <b>Anthony Harriswhite (RN)</b>                  | (252) 327-9424  |
| <b>Cheryl Harper (LPN)</b>                       | (360) 8787-7810 |
| <b>Erik Young-Brown (COTA)</b>                   | (564) 233-9046  |
| <b>Kathy Thorne-Mesereau (Hospice Scheduler)</b> | (360) 485-3837  |
| <b>Kim Stauffenecker (Home Health Scheduler)</b> | (360) 480-2950  |
| <b>Sheila Benning (LPN Home Health)</b>          | (360) 451-4239  |
| <b>Lisa Johnson (RN Hospice)</b>                 | (360) 790-9472  |

