



## BARGAINING UPDATE

# We Won't Let the Grinch Take Away Our Joy!

### Our Bargaining Team Presented a Full Economic Proposal

Joy, happiness, and job satisfaction occurs all year when we know that we are providing the best quality care we can provide to our patients every day. Our wage proposal would allow us to thrive, not just survive at work, at home, and in our community because we would be paid fairly. On Monday, our bargaining team presented management our full economic proposal, completing our proposals to make VMFH Rehab a better place to work and receive care.



"I've been here for 6 years. Year after year, we have received 2-3% cost of living adjustments that did not keep up with the economy. I thought I was alone in feeling I was struggling to keep up economically. But seeing the Living Wage presentation data today showed me that the low wages and increases we received were not enough. Many of us have taken second jobs, picked up extra shifts to get a bonus that barely help us survive. It's time that management acknowledges that we deserve better." **– Annie McCurney, PT Therapy**

## Our Priority Wishlist for 2024:

**Livable Wages** – This means wages that invest in frontline workers so that we can thrive, and not just profits for the shareholders of LifePoint.

**Credit for Past Experience** – No more "bah humbug!" Pay us for the years of dedication and experience we bring to the table.

**Improved Staffing** – Quality care means having enough staff that are hospital employees. More staff means better care and better outcomes for our patients.

**Invest in Staff and Patient Care** – By increasing wages and investing in our members who are employed by VMFH Rehab we can stop wasting money on agency workers.

**Pay for Bargaining** – Our bargaining team is working hard to ensure fair wages and fair working conditions are a part of our contract. They are working on behalf of all the employees and our patients, and just like management, they should be paid for all the hours they have worked to make VHFH a place that retains employees.



"I've been here 4 years. The turnover rates are shocking. Pay is the primary reason employees leave. The wages don't compare to other area hospitals. Two therapists left to go work at Good Samaritan because they can earn much more than what they made here. The hospital is holding to a census of 40 patients because of the shortage of therapists. We can't recruit and retain staff if the wages here don't improve."

**– Eve Asencio-Acevedo, SP, Speech Therapy**

Bargaining Priorities	Union Proposals															
<b>Wage Scale</b>	A wage scale that places employees on a step that rewards us for year-to-year credit for experience															
<b>Across the Board Increase</b>	After placement on the wage scale, all employees get a 6% cost of living increase retro July 1, 2024, 5% on July 1, 2025 and 5% on July 1, 2026															
<b>Premiums and Differentials</b>	<p>Shift Differential \$3 for 3pm-11:30pm shift and \$4 for 11pm-7:30am shift</p> <p>Weekend Premium \$4.00 per hour for each hour worked on the weekend</p> <p>Certification Pay Hourly employees \$2 per hour</p> <p>Certification Pay for Exempt employees \$1040) per quarter prorated for FTE</p> <p>Lead Pay six percent (6%) or a minimum of \$4.00 per hour</p> <p>Preceptor Premium \$2.00 per hour for all hours assigned, includes employees &amp; students</p> <p>Premium Pay in Lieu of Benefits 15% differential for getting benefits outside hospital</p> <p>Per Diem Differential 15% differential added to wages based on step placement</p>															
<b>Better Staffing</b>	New staffing law in the contract, management has to meet staffing plans 80% of the time for direct patient care departments															
<b>Improved medical benefits</b>	NO increases to medical, dental, vision through the life of the contract															
<b>Improved Accruals and PTO</b>	<table border="1"> <thead> <tr> <th data-bbox="695 1203 959 1326">Years of Service</th><th data-bbox="959 1203 1253 1326">PTO Accrual Rate (based on 2080 hours)</th><th data-bbox="1253 1203 1514 1326">PTO Accrual Rate</th></tr> </thead> <tbody> <tr> <td data-bbox="695 1326 959 1368">0-4 Years</td><td data-bbox="959 1326 1253 1368">0.09615</td><td data-bbox="1253 1326 1514 1368">200 hours</td></tr> <tr> <td data-bbox="695 1368 959 1410">5-9 Years</td><td data-bbox="959 1368 1253 1410">0.11538</td><td data-bbox="1253 1368 1514 1410">240 hours</td></tr> <tr> <td data-bbox="695 1410 959 1453">10-19 Years</td><td data-bbox="959 1410 1253 1453">0.13461</td><td data-bbox="1253 1410 1514 1453">280 hours</td></tr> <tr> <td data-bbox="695 1453 959 1495">20+ years</td><td data-bbox="959 1453 1253 1495">0.15384</td><td data-bbox="1253 1453 1514 1495">320</td></tr> </tbody> </table>	Years of Service	PTO Accrual Rate (based on 2080 hours)	PTO Accrual Rate	0-4 Years	0.09615	200 hours	5-9 Years	0.11538	240 hours	10-19 Years	0.13461	280 hours	20+ years	0.15384	320
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<b>Training and Education</b>	<p>Hospital will join SEIU 1199NW Multi-Employer Training Fund</p> <p>Voucher System for Tuition Assistance not Reimbursement</p> <p>Individualized Education and Career Navigation</p> <p>Laptop &amp; Mobile Hotspot Lending</p> <p>Professional Development Funding</p> <p>Specialty Certifications, Professional Memberships, Continuing Education Units</p>															

**\*This is not a complete list of Proposals. Talk to your bargaining team member for more information.\***

# Making our Wishlist a Reality List Through our Unity

A union is a group of workers who come together to use our collective power in our workplace. This collective power comes from the fact that we do the work. Our power as workers is maximized by taking collective actions. These actions include:

<b>Wearing purple shirts</b>	Shows support for our bargaining team and proposals
<b>Wearing stickers</b>	Shows our unity by having a supermajority of coworkers deliver a strong message to management
<b>Open bargaining at the table</b>	Inviting all union members to come to a bargaining session and show our strength in numbers
<b>Marching on the boss</b>	Having a large delegation of coworkers march into management's office with demands for fairness
<b>Candlelight vigil</b>	Invite community leaders to join us to show the community the seriousness of our campaign with a solemn vigil
<b>Informational picket vote</b>	Get a supermajority of coworkers to vote to support info picketing to show the community and management our concerns
<b>Strike vote</b>	Vote to take the highest level of action – to withhold our labor, to move management to agree to a fair contract



“We took a collective action when a supermajority of us signed a petition showing support for our bargaining team and our bargaining proposals. Let's continue exercising our power by continuing to take action. The stronger our actions, the stronger our voice. The stronger our voice, the stronger our contract. These actions translate to winning more of the proposals we have presented to management. We need you; we need you to take action. Enough of standing on the sidelines. We need you in the game to win.”

– Vae Valient, Dietician, Nutrition Services



# Tentative Next Bargaining Dates: January 9 and January 16, 2025

*We shared with management that we want to schedule full days of bargaining in order to get to an agreement.*

*The bargaining dates above may change.*

