



Our Vote Moved Management to Catch Us Up to Kirkland Wages

When we stand together, management listens. Through our unity and persistence, all Monroe positions that exist at Kirkland are now caught up to Kirkland in wages.

But we know that this bargaining is not just about wages, it's about being able to recruit and retain quality staff. Without good, secure healthcare, and true employment security, we will never be able to maintain the staff we recruit.

We're winning on wages, but we're still far apart on a lot of other key issues. Management insists on making our work lives worse by implementing the following takeaways:

- ✘ Removing secure affordable family healthcare
- ✘ Removing strict controls on out-of-pocket costs
- ✘ Increase in co-pays — management wants to eliminate no co-pays at Evergreen facilities
- ✘ Eliminate our voice in our health insurance
- ✘ Timely grievance process — management wants to drag out the process
- ✘ Reduce the amount of severance pay during integration process
- ✘ Eliminate our employment security when integration occurs
- ✘ Limit nurse certification pay to only 1 certification
- ✘ Take away our right to remove disciplines from our record
- ✘ Eliminate PTO cash outs upon termination
- ✘ Eliminate our backpay during arbitration

“Because of our unity and our vote, management brought better numbers to the table, but they are still treating us differently and they continue to have takeaways on the table that could increase the cost of healthcare drastically and wash away our raises. We must stay united and protect our healthcare benefits and union rights.”

- **Hannah Park, Dietary, Diet Aide**



“In 9 months we've moved management from 2% across the board in the first year up to 20% or more for many of our positions. Why would we give up now on securing our healthcare and our jobs here in Monroe? We need to stay united.”

- **Kevin Collison, OR, RN**

**Our bargaining team will be meeting to discuss our next steps.
Reach out to them if you have any questions.**

