

VICTORY!

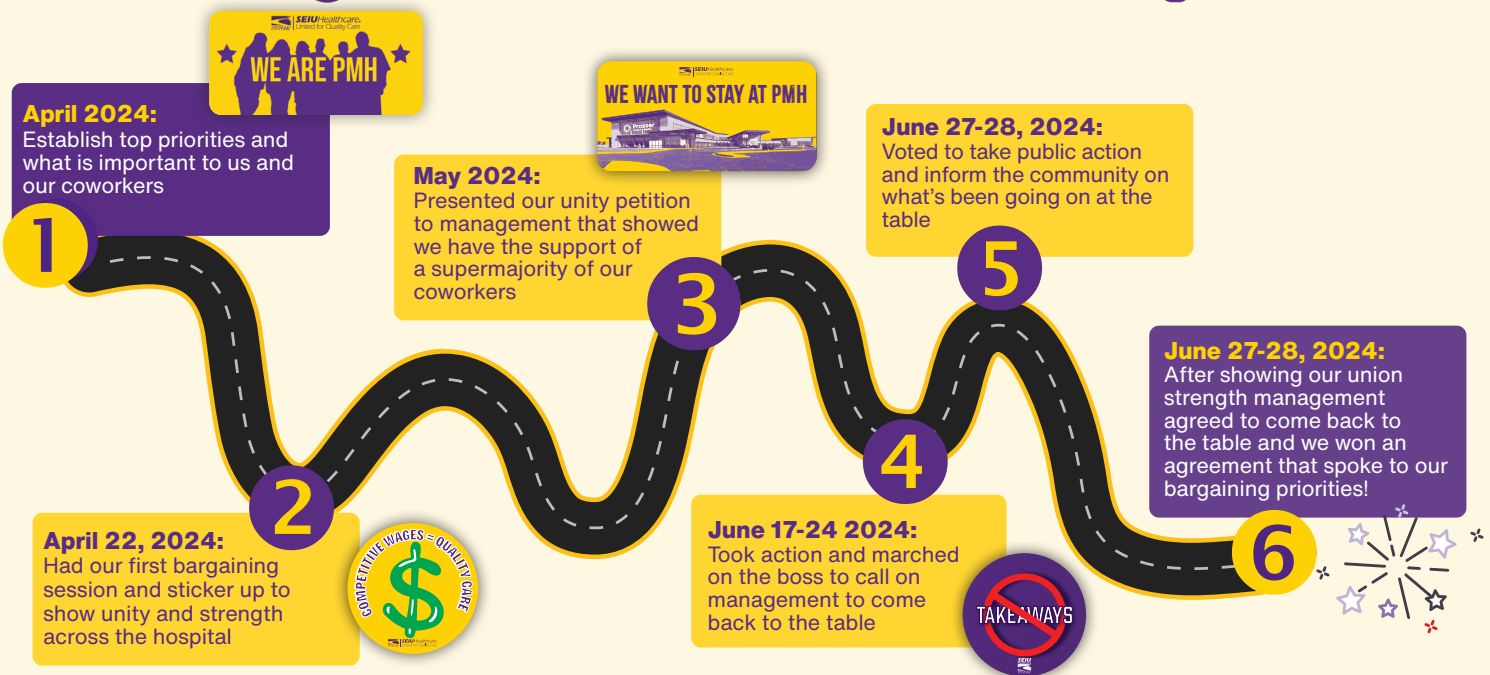
We Overwhelmingly Voted YES to Ratify our New Contract

As frontline nurses at PMH, we drive quality care and ensure that every patient has an excellent experience. We work overtime, take on-call shifts, and fill critical staffing holes so that we can ensure that our community is cared for. Our new contract shows appreciation and respect for these sacrifices and values our work as an integral part of our hospital!



We came together and overwhelmingly voted YES to ratify our new agreement. This contract will help recruit and retain, incentivize safe staffing, and help us all achieve a better work life balance.

The road to a great contract that sets community standards



"I am proud of our negotiating team for solidifying competitive wages and contract language to help grow our new hospital. Together we are union strong!"
-Carling Vaux, OR RN



"These wins, and the gains we've made in wages and compensation, would not have been possible without our unity and willingness to take action together. I am a proud 1199NW union member for the sake of my patients and community!"
-Amy Shook, OR RN



"I think offering double time for crisis staffing is a huge win and will definitely help fill gaps in the schedule. This new incentive will ensure that we have adequate staff to take care of patients to the best of our ability."
-Brittney Derderian, ER RN

What we won!

Wages:

⇒ LPNs will move up 4 steps on the current wage scale upon the first full pay period following ratification.

Year 2: 4%

Year 3: 3.5%

If you're topped out on the LPN wage scale, you will be eligible for the 3% yearly stipend.

⇒ RNs will receive a 9% wage increase upon the first full pay period following ratification.

Year 2: 4%

Year 3: 3.5%

*If you're topped out on the RN wage scale, you will be eligible for the 3% yearly stipend.

Continued →

Current wages

SEIU 1199 NW Wage Rates			
PMH	PMH	PMH	PMH
Hospital RN / Clinic RN	Hospital RN / Clinic RN	Hospital LPN / Clinic LPN	Hospital LPN / Clinic LPN
2/6/2023	7/2023	2/6/2023	7/2023
3.00%	3.00%	103.00%	3.00%
35.64	36.71	23.91	24.63
36.41	37.51	24.43	25.17
37.21	38.33	24.98	25.73
38.05	39.20	25.52	26.29
38.87	40.04	26.08	26.87
39.72	40.92	26.65	27.45
40.60	41.82	27.24	28.06
41.49	42.74	27.83	28.67
42.41	43.69	28.44	29.30
43.34	44.65	29.08	29.96
44.29	45.62	29.72	30.62
45.27	46.63	30.36	31.28
46.27	47.66	31.03	31.97
47.30	48.72	31.73	32.69
48.34	49.80	32.41	33.39
49.40	50.89	33.12	34.12
50.48	52.00	33.86	34.88
51.59	53.14	34.61	35.65
52.73	54.32	35.36	36.43
53.88	55.50	36.13	37.22
55.17	56.83	36.94	38.05
56.28	57.97	37.76	38.90
57.53	59.26	38.58	39.74
58.78	60.55	39.42	40.61
60.08	61.89	40.30	41.51
61.42	63.27	41.28	42.52
62.94	64.83	42.31	43.58
64.51	66.45	43.37	44.68

Our new wages!

Employer	PMH	PMH	PMH	PMH	PMH	PMH
Effective Date	7/1/2024	7/1/2025	7/1/2026	7/1/2024	7/1/2025	7/1/2026
Position Title	Hospital LPN / Clinic LPN	Hospital LPN / Clinic LPN	Hospital LPN / Clinic LPN	Hospital RN / Clinic RN	Hospital RN / Clinic RN	Hospital RN / Clinic RN
Increase	Individuals move up four steps on current scale	4.00%	3.50%	9.00%	4.00%	3.50%
Base	24.63	25.62	26.51	40.01	41.61	43.07
Step 1	25.17	26.18	27.09	40.89	42.52	44.01
Step 2	25.73	26.76	27.70	41.78	43.45	44.97
Step 3	26.29	27.34	28.30	42.73	44.44	45.99
Step 4	26.87	27.94	28.92	43.64	45.39	46.98
Step 5	27.45	28.55	29.55	44.60	46.39	48.01
Step 6	28.06	29.18	30.20	45.58	47.41	49.07
Step 7	28.67	29.82	30.86	46.59	48.45	50.15
Step 8	29.30	30.47	31.54	47.62	49.53	51.26
Step 9	29.96	31.16	32.25	48.67	50.62	52.39
Step 10	30.62	31.84	32.96	49.73	51.71	53.52
Step 11	31.28	32.53	33.67	50.83	52.86	54.71
Step 12	31.97	33.25	34.41	51.95	54.03	55.92
Step 13	32.69	34.00	35.19	53.10	55.23	57.16
Step 14	33.39	34.73	35.94	54.28	56.45	58.43
Step 15	34.12	35.48	36.73	55.47	57.69	59.71
Step 16	34.88	36.28	37.54	56.68	58.95	61.01
Step 17	35.65	37.08	38.37	57.92	60.24	62.35
Step 18	36.43	37.89	39.21	59.21	61.58	63.73
Step 19	37.22	38.71	40.06	60.50	62.91	65.12
Step 20	38.05	39.57	40.96	61.94	64.42	66.68
Step 21	38.90	40.46	41.87	63.39	65.71	68.01
Step 22	39.74	41.33	42.78	64.59	67.18	69.53
Step 23	40.61	42.23	43.71	66.00	68.64	71.04
Step 24	41.51	43.17	44.68	67.46	70.16	72.61
Step 25	42.52	44.22	45.77	68.96	71.72	74.23
Step 26	43.58	45.32	46.91	70.66	73.49	76.06
Step 27	44.68	46.47	48.09	72.43	75.33	77.96
Step 28 (2.2% above Step 27)	45.66	47.49	49.15	74.02	76.98	79.68

Premiums and differentials

Lead differential	Increased from \$3 to \$4
Standby	Increased from \$4 to \$4.50
MSN premium	Increased from \$1 to \$2
Preceptor pay	Increased from \$2 to \$3 and EPIC superusers activities will not qualify for preceptor pay
Bilingual premium	Certified through WA state as an interpreter fluent in Spanish will increase to \$2 Nurses who receive fluency certification in Spanish from ALTA will remain at \$1
NEW Hot shifts	In the case of an emergent hole within 12 hours of the identified need will be compensated at double time

Sick/Vacation/EIB/PTO

Members will now have the choice to either continue with the existing paid leave program that separates vacation and sick or move to a PTO based paid leave program.

Option 1: Remain on existing Vacation/Sick program that keeps your vacation and sick banks SEPARATE. We were able to win an additional floating holiday! For a total of 5 floating holidays

Option 2: PTO/EIB

IMPORTANT: It is important that you choose the PTO plan that is going to work for you and your lifestyle. There will be more information coming out soon regarding the two plans and which one might work for you. You will have to decide on a plan by **12/31/2024**, and from that point forward you will be able to switch during the open enrollment period of each year.

Once you convert to the PTO program you WILL NOT be able to switch back to the current sick/vacation banks. If you have chronic conditions, those supporting ill family members, aging loved ones, and members who are single parents, having two separate banks would be more of a benefit for you vs someone who doesn't use a lot of sick time.

Union rights:

- ✓ Improvement on new employee orientation process
- ✓ Strengthening our rights at the staffing committee ensuring management will follow state law
- ✓ More access to union information by increasing the number of union bulletin boards
- ✓ We maintained our no mandatory low census!
- ✓ ***New*** Successorship language to ensure our rights to having a union if Prosser is ever bought or sold
- ✓ This will be a 3 year contract

What comes next?


We will be passing out new contracts as soon as they are printed! Stay tuned.

Encourage your coworkers to sign a membership card! We cannot be a strong, member driven union without continuing to build our membership.

Join here!



joinseiu1199nw.org




WASHINGTON VOTES

TUESDAY, AUGUST 6
Primary Election 2024

<https://endorsements.seiu1199nw.org>

WE VOTE FOR UNIONS.
WE VOTE FOR STRONG CONTRACTS.
WE VOTE FOR OUR DEMOCRACY.

See who your coworkers interviewed and endorsed for healthcare workers:



When we come together and VOTE, we can elect representatives who will champion our issues by standing with us on the picket line and in the halls of our legislature!

Ballots must be postmarked by August 6th or dropped in a ballot drop box by 8pm.