

We will not stand for takeaways!

We are united and ready to win the strongest contract for our coworkers and families

Your bargaining team is united and working to win a strong and fair contract for all PHSJMC members. We just wrapped up the first two bargaining sessions, and management's message to members is clear: they want sweeping takeaways from our protections and rights. Our bargaining team will not stand for language that diminishes our members' protection or compensation.

Your bargaining team!



BACK ROW: Amber Dolbin, Comms Operator, Billy Reeves, Lab Assistant, Sub Duggal, Nuclear Med Tech Lead, Aaron Eason, Pharmacy Buyer, Glenn Freeman, Cardiovascular Tech, Christine Heinrichs, Physical Therapy Asst., Jennifer Williams, Vascular Tech, Ryan Whaley, Monitor Tech, Ashlie Hill, Biomed Tech II, Gabby Madeiros, OB Surg Tech, Arthur Notter-Van Vorst, Transporter, Angel Hayes, PTS, Bailey Pepper, Surg Tech, Juniper Wilder, Cardiac Sonographer, Angi Cunningham, Surg Tech, Andrew Csuk, Cook. **FRONT ROW:** Courtney Sly, Trauma Registrar, Savita Kashyap, CNA, Angie Simonds, CS Tech, Chari Lioi, Monitor Tech, Robbie Victor, Biomed Tech III, Jose Reta, MRI Tech, Chad Jones, Rad Tech, Ramon Castellanos, RT II lead, Clay Stork, Cook Lead, Deeann Kruse, PTS. **NOT PICTURED:** Silvia Moreno, EVS Attendant, Sunday Cantu, Telesitter, Paula Glackin, Ultrasound Tech, Samantha Snipes, Ultrasound Tech, Josie Jacques-Maines, Product Coordinator, Terri Matson, Medical Technol, Eva Mohorovich, Pharmacy Buyer, Robin Growden, Lab Assistant.

Our priorities and vision for a fair contract:

- Union representatives to be accessible to you in your non-patient workspaces and breakrooms
- Better protections for our per diem employees regarding their scheduling and ability to gain FTE status if wanted
- More bulletin boards to share OUR information
- Keep parity with nurses for our low census cap
- Protections for members that speak languages other than English and have no restrictions on using languages outside of English
- To expand protections for folks facing discipline by having discipline drop from their records after a year
- Union representatives to be able to fully use the Weingarten rights to protect you in investigatory meetings
- To keep up with the cost of living and fairly compensate ALL members for the vital care we provide to patients and the community

- All workers should be assigned a preceptor to help orient them to the hospital or new unit. More preceptors mean more people are trained and more people are being compensated for training
- Wages that recruit and retain valuable employees while keeping up with the cost of living and inflation
- Recognition for our longevity at Peace Health
- Premiums and certifications FOR ALL – Not just some job classes
- Parity for our lab assistants
- Making sure everyone feels like they belong in our union



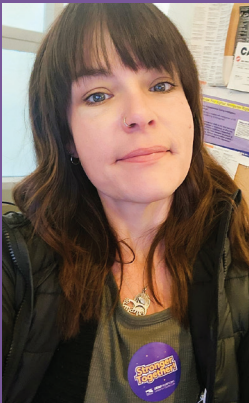
Management’s vision for a fair contract:

- Adding restrictions to access for union representatives and the power of HR to deny access
- Adding restrictions to per diem employees’ ability to schedule themselves and removing the per diem review
- To add restrictions to our speech on OUR bulletin boards while not providing us additional ones
- Doubling the low census cap to 96 hours every six months
- Contract language that could penalize workers for not speaking English in the workplace.
- Having our entire records be able to follow us without discipline dropping off after two years and instead having your 5-20+ year record follow us
- Management’s wage proposal doesn’t keep up with the cost of living and rates of inflation and only gives significant increases to a select group
- Only giving preceptors to tech workers and not to service while leaving the need for a preceptor to management discretion
- Intentionally leaving some job classes behind on raises, premiums and certifications



“Management wants to move back, and we want to move forward.”
—Savita Kashyap, BT, 3NT, CNA

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