



WE'RE STANDING UP FOR OUR PRIORITIES AT ST. CLARE!

We believe that everyone who works at this hospital should thrive, both at work and at home. Our bargaining team has given management proposals that match our values as healthcare workers and follow the priorities we all voted on.



“Our voices are at the table. Your participation is your voice. Everything can stay the same or, together we can change it all.”

- Sue Turner, Dietary

Our Bargaining Priorities	Union Proposals
Across-the-board wage increases	<p>Effective July 1, 2024: \$8 increase for everyone</p> <p>Additional market adjustments: OR Tech, EVS Tech, CT Tech, IR Tech, Maintenance Engineer: 10% Nuc Med Tech, MRI Tech, Echo Tech, Sonographer: 8% ER tech: 13% Rehab Assistant: 3% Scheduling Coordinator: 7% Monitor Tech Health Unit Coordinator 20%</p> <p>July 1, 2025, \$5.00 for everyone July 1, 2026, \$5.25 for everyone</p> <p>Ghost steps: Eliminate all ghost steps by increasing each step. The increase will cascade by 3% up the scale</p>
Better staffing and more reasonable workloads	<ul style="list-style-type: none"> • New staffing law in the contract, management has to meet staffing plans 80% of the time for direct patient care departments • New EVS staffing committee • Transparency on “productivity” and the ability to make recommendations • Path for per diem workers to get FTE in 2 months of consistent work, down from 5 months • Employer must post vacancies within 2 weeks of a coworker leaving
Improved medical benefits	<ul style="list-style-type: none"> • NO increases to medical, dental, vision through the life of the contract
Job security/job protection	<ul style="list-style-type: none"> • Converting traveler positions into posted FTEs when they have worked longer than 3 months

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Equality and fairness	<p>New protections and language that makes St. Clare a place we all belong</p> <ul style="list-style-type: none"> • Equal Opportunity • NEW Harassment • NEW Sexual Harassment • NEW Restroom Equity • NEW Religious Accommodation • NEW Lactation Breaks • NEW Language Protection • NEW Inclement Weather and Natural Disasters 																
Improved call-back and standby	<ul style="list-style-type: none"> • Increased standby pay • No mandatory overtime and stop the use of call as a loophole to force overtime 																
A safe work environment	New workplace violence and health and safety proposals																
Improved accruals and sick leave	<p>Increase everyone's vacation accruals</p> <table> <thead> <tr> <th>Upon Completion of:</th> <th>Annual Hours</th> </tr> </thead> <tbody> <tr> <td>1 through 3 years</td> <td>Annual Leave (160 hours)</td> </tr> <tr> <td>4 years, 5 years</td> <td>Annual Leave (216 hours)</td> </tr> <tr> <td>6 years, 7 years</td> <td>Annual Leave (224 hours)</td> </tr> <tr> <td>8 years, 9 years</td> <td>Annual Leave (232 hours)</td> </tr> <tr> <td>10 years, 11 years</td> <td>Annual Leave (248 hours)</td> </tr> <tr> <td>12 through 19 years</td> <td>Annual Leave (256 hours)</td> </tr> <tr> <td>20 or more years</td> <td>Annual Leave (280 hours)</td> </tr> </tbody> </table> <p>Washington Paid Family Leave in our contract with the ability to supplement our pay with sick and annual leave</p>	Upon Completion of:	Annual Hours	1 through 3 years	Annual Leave (160 hours)	4 years, 5 years	Annual Leave (216 hours)	6 years, 7 years	Annual Leave (224 hours)	8 years, 9 years	Annual Leave (232 hours)	10 years, 11 years	Annual Leave (248 hours)	12 through 19 years	Annual Leave (256 hours)	20 or more years	Annual Leave (280 hours)
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Training and education	Techs to join SEIU 1199NW Multi-Employer Training Fund and maintain for our service members																
A wage scale that rewards seniority	Eliminate ghost steps																
Protecting low-census language	A low census fund with a pool of 600 hours to protect our paychecks in times of low census																

***NOT A COMPLETE LIST OF PROPOSALS,
TALK TO YOUR BARGAINING TEAM MEMBER
FOR MORE INFORMATION**



“We are sacrificing our time off the clock to fight to improve our contract. Come and show us your support.”
– **CJ Gist, OR**