



When We Fight, We Win!

We voted overwhelmingly to ratify our new contract



“Winning this contract took more than just bargaining — it took months of organizing, taking action inside and outside the hospital, and, ultimately, a strike to get what we deserve. I’m proud of what we’ve accomplished, and I know that by standing together, we’ve won a contract that values our work and keeps our patients safe.”

– **Billy Haley, Electrophysiology Tech**

NOW!

- Open enrollment through November 15
- Apply at any point for the medical assistance program to see if you qualify for getting your premiums at no cost to you or at a reduced rate
- December 1, 2024 move to the new wage scales, step for step. If you are on step 8 of the current wage scale you would move to the new wage scale and be placed on step 8.
- Promotions increase from 2% to 3% when we go into a higher paid job that is considered a promotion
- Preceptors increase from \$1.00 to \$1.50
- Standby bonus - For those who take call, the minimum number of call hours decreases from 1,100 hours of call to 1,000 hours of call
- Lead premium \$1.25 for Service and kept 3% for Techs

Effective the first full pay period after 5/1/2025

- Tech Wage Scale ↑ 2.75% increase
- Service Wage Scale ↑ \$0.75/hr increase

The first full pay period after 11/1/2025

- Service Wage Scale ↑ \$0.50/hr increase

Effective the first full pay period after 11/1/2026

- Service Wage Scale - ↑ \$0.50/hr increase

December 20, 2024: First pay check with your new pay rate

- Recognition bonus of \$250 pro-rated by FTE to everyone who was making minimum wage, \$16.28 on October 24, 2024 AND everyone working at Kadlec on October 24, 2024 will be get an appreciation bonus of \$500 pro-rated by FTE
- Credit for past experience - January and February of 2025 (exact dates to come) Everyone hired before November 1, 2024 can submit an attestation for credit for past experience

First full pay period after 6/1/2025

- we will advance to appropriate step(s) according to credit for past experience

The first full pay period after 5/1/2026

- Tech Wage Scale ↑ 2.75% increase
- Service Wage Scale ↑ \$0.75/hr increase

Effective the first full pay period after 5/1/2027

- Tech Wage Scale ↑ 2.75% increase
- Service Wage Scale ↑ \$0.75/hr increase



Additional wins in our historic agreement include:

A voice and knowledge of our insurance premiums

- Labor management collaboration to understand medical benefits better
- Our premiums will not be going up more than 10% annually and we will have an opportunity to bargain over the effects of those changes
- Medical assistance program that goes up to 350-400% of poverty level to help those of us who meet those guidelines to get premiums free of charge or reduced

A voice in addressing the safety and staffing crisis

- Improvements and opportunity to hold Providence accountable when it comes to our meal and rest periods
- A real staffing committee where we will have a seat on hospital-wide staffing committee
- Commitment to no retaliation when we address concerns

Other improvements

- Full time employees will have opportunity to pick up additional hours alongside part time and per diem employees
- Improvements to our Labor Management committee
- A voice in ensuring we are secure when it comes to inclement weather
- We will get our schedules posted 4 weeks in advance vs. 2 weeks
- Paid investigatory meeting - when we are investigated, we will be made whole while management does their investigations
- Lactation breaks
- Per diems will have requirements on when they provide their availability and how much they have to work

NO TAKEAWAYS!