

Union ★ Update

OPEIU Local 8

for Local 8 Members at PROVIDENCE REGIONAL MEDICAL CENTER EVERETT

February 6, 2019

OPEIU Local 8 & UFCW 21 PRMCE Bargaining Update



OPEIU local 8 & UFCW 21 Bargaining Teams have met with PRMCE management over the last few months and exchanged proposals for the new contract.

Negotiations continue to be slow-moving with an extension in place and one more bargaining date in the month of February with future dates in March. Even though our contract has expired, the contract is still in place until a new contract has been negotiated and approved by a vote of the Union members at Providence.

PRMCE has proposed to replace the employee's Extended Illness Bank (EIB) with a Short-Term Disability (STD) insurance plan. Here's how they compare:

EIB (or Sick Leave) Now

- Hours are earned as staff work and EIB is 100% of their regular rate of pay (includes differentials if that is their regular rate of pay)
- Staff can use these hours after 16 hours of PTO first, to take care of themselves and family members when they are sick without prior approval.
- There is no limit on the length of time they can use EIB when they are sick if they have been earned and are in their EIB bank

PRMCE's replacement proposal Short-Term Disability (STD)

- Staff is required to use their PTO for all the days they're scheduled within the first (7) days they are off before the STD Insurance plan can be used.
- The STD would only cover up to 65% of their base rate, or maybe \$1000/week, whichever is less, if it is approved. Also expect that all regular payroll deductions will be taken from this possible 65%.
- Staff can only access STD for themselves, they cannot use it to care for family members when they are ill.

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8
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This is a bad deal. PRMCE still needs to provide more details about this proposal, **but what we know right now is that PRMCE's STD proposal would result in a significant loss in wages for everyone and their ability to take care of their loved ones.**

Other issues at the table are a Cost of Living increase across-the-board and a pay increase that reflects the current market. Union proposals for a pay increase have been countered or rejected by Providence by offering a percentage that does not reflect the cost of living in an area where cost of living continues to significantly increase.

OPEIU Local 8 & UFCW 21 members will be doing community outreach this **Saturday, February 16th**. The goal is to go around the surrounding homes of Colby and Pacific campus asking for support by allowing us to place a yard sign on their property. The group will meet at *10 am in the cafeteria* on Colby campus and dispatching folks to the surrounding area or Pacific campus from there. Hoping to have things wrapped up before 1 pm.

Plans moving forward are to do a leafleting event on campus on **Friday, February 22nd**. Members, family and friends are welcome to help at both campuses during business hours. These efforts will continue with more community outreach at the Everett Silvertips game that night. Members who would like to sign up for this event please email nallely@opeiu8.org with your name, phone number, campus, leafleting location(s) of choice and available hours. Union members with questions or concerns please email Nallely, Membership Support, nallely@opeiu8.org or Mary, Representative, marym@opeiu8.org

You can help Providence Caregivers by calling CEO, Kim Williams, tell her by eliminating the workers' EIB, which they earned by working for Providence, is essentially asking caregivers to make a choice between working or taking care of family member with a serious health condition. Providence Caregivers need your help. Give their CEO, Kim Williams, a call or better yet visit her in person and let her know why this proposal is a bad deal for PRMCE union members who are on the front lines taking care of those in need. Kim Williams can be reached at 425-261-4288