



# WE STOOD UNITED AND WON!

Our elected bargaining team reached a tentative agreement with management. When our bargaining team met with management on May 20, management was offering raises of 3%/2%/2% and refused to make any improvements to their proposals. Members stood strong and brought the issues to the public and the press and began pledging to strike if necessary to win a fair contract. **Taking action paid off, on the last bargaining day alone management agreed to significantly increase the raises and other improvements.**

## CONTRACT THROUGH MARCH 31, 2025

### ★ WAGES

- ✓ Across-the-board increases: 3.75% at ratification, 3% April 2023, and 3% May 2024
- ✓ Selective increases for 31 classifications that close the gap between SNLH and other SHS hospitals.
- ✓ Longevity steps will now be 2 years rather than 3 years
- ✓ Shift Differentials:
  - » Evening shift increased to **\$1.75 per hour for Service**. Tech remains at 5%.
  - » Night shift increased to **\$2.50 per hour for Service**. Tech remains at 10%
  - » **NEW: Night shift increases to \$2.75 per for Service and 12% for Tech for employees who hold a night shift FTE for over 4 consecutive years.**
- ✓ Weekend Premium increased to \$1.25
- ✓ On-Call Pay for Technical unit increased to \$4.25 per hour/\$5.00 per hour on holidays
- ✓ Per Diem differential increased to \$1.25 per hour (Service)
- ✓ Training differential increased to \$1.25 per hour

### ★ HEALTH INSURANCE

- ✓ Guaranteed Health insurance premiums for the duration of the contract
- ✓ **NEW: We will now have an SNLH SEIU member on the Health Insurance Advisory Committee**

### ★ EDUCATION

- ✓ \$400 per year educational allowance for employees required to have a license or certification.
- ✓ Technical unit will be able to carry over part of this allowance to the next year
- ✓ \$300 allowance per year for non-CEU education

### ★ OTHER

- ✓ 30-day notice to SEIU in the event of a department restructure
- ✓ 8- or 9-hour employees have until end of 6th hour to take meal period. 10- and 12-hour employees have until the end of the 7th hour of work to start their meal period.
- ✓ At least 3 times per year the SNLH Executive Team will meet with Labor Management Committee (LMC)
- ✓ SEIU will hold 2 members on the SNLH Nurse Staffing Committee
- ✓ In the event of a future pandemic, management will meet with SEIU to discuss impacts
- ✓ A seat on the Samaritan Health Care Committee to have more of a voice in plan design and options



"I am voting yes because **it showed us that if we're willing to fight for a better contract, we can get Samaritan hospital to give us a better deal.**"  
—Rachel Eggleston, CNA2

"I will be voting yes for this contract, because **this is definitely a positive step forward.**"  
—Kelly Taylor, Patient Financial Counselor



"I am voting yes for this contract. **This contract ensures all members fair wages and includes wins from our list of top priorities.**"  
—Brittany King, CT Tech



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