



Voices United for Power

OUR UNION DIFFERENCE



SEIU Healthcare.
United for Quality Care

**Valley Hospital
Deaconess Hospital**

Our union difference —taking action together gets results!

Education benefits to build our careers and our skills

Because we are united in SEIU Healthcare 1199NW, we stood up together to win access to our Multi-Employer Training Fund, hailed by Governor Jay Inslee as a cutting-edge way to develop our community's needed skills.

If you've ever wanted to go back to school for a certificate or degree, now's the time! On January 1, 2018, members at Valley and Deaconess Hospitals began receiving education benefits from the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund. Benefits are available for eligible members in the Service, Technical, and RN Bargaining Units.



"Because of our strength as union members, MultiCare agreed that the Multi-Employer Training Fund negotiated at other SEIU Healthcare 1199NW/ MultiCare hospitals will be a reality here January 1, 2018. Union members will be able to have tuition paid upfront instead of having to wait for reimbursement. Tech workers will be able to get their continuing education

conferences paid for. RNs, tech, and service workers are going to be able to go to school or go back to school. It's great to have a new employer who appreciates and invests in us."

Dunja Mayer-Giroux, RN-OR Valley

The Training Fund offers a wide variety of education benefits and services to help you move up the career ladder. These include:

- Tuition assistance (money to go to school).
- Career and college navigation, tutoring.
- Skill building classes.
- Funding for professional development activities (CEUs and certifications related to your job).

Make an appointment to discuss your career and education goals with Joshua Porter, Regional Education Navigator. You can reach Joshua at jporter@healthcareerfund.org or (509) 362-8035.

Pay increases, bonuses for all of us

By taking action together, we were able to ensure that we maintain and improve our working standards. Our new contract with MultiCare will allow us to recruit and retain staff and make our hospitals the best places to receive care. The raises we won guarantee a fair wage increase while maintaining benefits like the "hometown discount" on surgeries performed at Deaconess and Valley Hospitals.

On December 29, everyone received a 2.25% raise. Some job codes like pharmacy techs, ER techs, and Valley RNs received a larger amount to bring us closer to community standards. Full and part time employees also received a \$100 bonus prorated by FTE. We will all be getting another 2% raise in August of this year in addition to any anniversary wage step increases.



"Because we worked together as a union, we won fair pay increases that will allow us to recruit and retain staff. This wouldn't have happened if we hadn't taken action together."
Candi King, HUC, 8 Tower, Deaconess



"In 2002 many of us learned through the nightly news or from friends and family that Empire Health Services was giving us a 9% pay cut. That's why workers at Deaconess and Valley Hospitals decided to organize and form our union so that we could have a voice in our wages."
Mary Robinson, Sterile Supply, Deaconess

If you didn't receive the across-the-board wage increase or bonus, please contact your union delegate.

Deaconess pharmacy techs win certification pay

We stood together in our union to win a contract that respects our education and guarantees additional pay for earning and maintaining certifications above and beyond what is required for our jobs. This is an incentive that ensures we’re able to provide the highest quality of care for our patients.



Management was not paying pharmacy techs at Deaconess certification pay for maintaining their Certified Pharmacy Technician (CPHT). Maintaining this certification isn’t a requirement and techs at other hospitals are given certification pay for keeping their certification current. Working together, we took action in our union and won the ability to get certification pay for maintaining and/or renewing this certification.

“If you think there are certifications that may be or should be eligible for certification pay, speak up. These skills are valuable to our patients and our hospital. Help you and your co-workers get recognition for your skills!”
Shannon McGehee, Pharmacy Tech, Deaconess Hospital

Contracts coming soon!

Our contract booklets should be coming soon. Please check with your delegate to find out how you can get a copy.



Improved paid sick leave for workers across the state!

Starting January 1, 2018

Because of our work on Initiative 1433 all workers across the state will have access to paid sick and safe leave starting January 1, 2018. As union members we already have contract protections that provide sick leave. Under the new law we’ve protected and even improved our standards in many workplaces. And now we’ve raised the standard so that ALL workers across the state can take care of themselves without fear of losing income.

The only way for us to keep those standards and protect our jobs is when we’re all members of the union together—it takes all of us!

Here’s what the new law means for us:

We can care for ourselves and our families. Employees may use paid sick leave to care for themselves or their family members; when the employees’ workplace or their child’s school or place of care has been closed by a public official for any health-related reason; for absences that qualify for leave under the state’s Domestic Violence Leave Act. Employees are protected from employer retaliation when they use their sick leave in compliance with the law.

Our contract language is protected or improved. If a workplace has a sick leave accrual rates or standards below the state law, all workers will automatically be brought up to the standard law effective January 1. If a workplace has sick leave accrual rates or standards that exceed the new state law, the current accruals and standards will remain in effect.

All workers now accrue sick leave. Most employees must accrue paid sick leave at a minimum rate of one hour of paid sick leave for every 40 hours worked. This includes part-time workers. In many workplaces our accrual rate is already higher and protected.

We have certainty when we can start using sick leave. Employees are entitled to use accrued paid sick leave beginning on the 90th calendar day after the start of their employment. For workplaces that currently allow use of paid leave before 90 days, that timeline will remain in effect.

We can carry sick leave over into the following year. Unused paid sick leave of 40 hours or less must be carried over to the following year. In many workplace contracts across the state our standards are much higher and will remain in effect. Employers are allowed to provide employees with more generous carry over and accrual policies.



We did it!



“I had my first experience gathering signatures for this initiative and I didn’t imagine that doing that work would result in such an important change for us and workers across Washington state.”

Delores Prescott, RN, Short Stay, First Hill