



# Together we have power!

## We won back pay, every other weekend off in EVS

Because we are united and strong in our union, we have a contract and the power to enforce it together. When management wasn't honoring our contract and failed to give premium pay to EVS members who were working every weekend, we stood together and took action. After standing together through meetings and many co-workers sharing their stories with management **we have our every-other weekends off and have won the back pay owed!**

**Our contract protects our right** to spend at least every other weekend with our family or for personal time. When we are denied that time, when our contract is violated we will fight back. **Through our unity and perseverance** we won back our respect and our wages.

"By staying together as a union, not giving up to get what was ours, we won back our pay, respect, and time."

**Sherry Martinez, EVS**



## We win through our strength and unity

When we're not united, we're weak and CHI management wins. That's why employers and extremist groups like the Freedom Foundation want to weaken our union by trying to get people to drop out so we lose our contract. Losing our contract means losing our right to fight and win.

A union is how workers like us band together to use our power and our voice to hold CHI management accountable and win for us and our patients.

### Some of our outstanding bargaining priorities:

- Affordable healthcare premiums.
- HRA employer contribution made whole for 2017.
- Fair wages for all—including all job classes for all years of our contract.
- SEIU Healthcare 1199NW Multi-Employer Training Fund.
- Protection of our jobs and contract in the future—successorship.

## We're all taking action together and standing strong as union members!

### We're standing up for better wages, affordable healthcare

Together in our union, we are showing our strength and sitting at the table with management to advocate for better jobs and better care. We know CHI can do better now and agree to our proposals for living wages and affordable healthcare. While we've come a long way in our bargaining with some agreements around basic respect and rights we're still far apart when it comes to wages and healthcare. It's shameful that CHI Franciscan, a profitable company with a mission to provide affordable healthcare for all, can't provide healthcare we can afford. We will continue uniting and taking action until we win what our families and patients need.

# 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!



**Delores Prescott, RN, Short Stay, First Hill**

"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."