

Our unity works: Our market adjustments take effect this month!

Together we won wages in our second contract that will recruit and retain the best healthcare workforce so we can continue to provide high quality care in our community.

When we take action, we can create change in our workplace and community for years to come. After demonstrating our collective strength and unity—going on strike for our first contract, and taking several large actions including wearing stickers for an entire week for our second contract—we showed our power and won significant market adjustments for most job classes that go into effect the first pay period in February 2018.



"In Food and Nutrition we have a lot of food service assistant turnover and part of that is that starting wages that were barely above minimum wage. We fought for higher wages for everyone and we are getting over a \$1/hr increase now and our base wage will be at \$15/hr in 2020. Because of our power together more food service assistants will be able to continue providing care to patients and our community."

Treat Crosby, Food Service Assistant (left)



Britney Jenks, Vascular Technologist

"Thanks to our collective power through our union vascular technologists recently received more than a \$2/hr market adjustment this pay period. Recruiting and retaining highly skilled staff through competitive wages is so important in providing the quality care we provide every day."



"Recruiting and retaining counselors on 1 Central is difficult but with this market adjustment to bring our wages into alignment with other area hospitals I am hopeful that we can make huge improvements in staffing and patient care for our Behavioral Health Unit."

Sara Hillsman, 1 Central



my family, and go to school, giving me confidence and security for the future."

Maria Tovar, ICU

"As CNAs we do face-to-face patient care but frequently have difficulty caring for our own families. I'm a single parent and it is difficult to work as a CNA and pay all our bills but because we have fought together as a union for better wages for everyone I know I can now work with the patients I love, take care of

Winning a voice in Environmental Services

Through our new EVS Staffing Committee and a strong EVS union leadership team we recently won changes to staffing and work patterns so that our workflow in EVS corresponds to patient load throughout the hospital.

"In EVS we do the essential work of infection prevention for patients, their families, and staff. We have taken action over several years to fix staffing problems in EVS and we are winning key improvements! We have worked together as caregivers in EVS to come up with new solutions to our workflow and staffing problems so we can provide the best care to our patients."

Angie and Joe Simonds, EVS



We won continuing education reimbursement for September through December of 2017

After we ratified our second contract this September PeaceHealth administration attempted to not honor our CE reimbursement of \$300 per person meant to extend through the calendar year. We fought back and won! If you are a technical worker and took required continuing education units or received a professional certification between September 1 and December 21 of 2017 you can access your reimbursement of up to \$300. To do so you must submit a form via Crossroads by March 2. Talk to your delegate about the process for submitting the form.



"As technical workers we use continuing education to stay up to date and provide the best care possible. Together we showed the administration that reimbursement for CE expenses for the last four months of 2017 is important for us to stay at the top of our fields."

Amy Denniston, Respiratory Therapist



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