



SEIUHealthcare®
United for Quality Care

Northwest Hospital

March 6, 2018

Union Strong at Northwest!

Our unity means wage increases this year and next!

In 2016 we fought for and won a **10.5% wage increase** over the life of our contract. Northwest is now more successful in recruiting and retaining staff because we stood together and negotiated a robust wage package. No matter how hard Northwest management pushed back, we used our union strength to fight for what was right for workers, our families, and our patients. Together we said, "No this isn't good enough," when management repeatedly offered 1% a year wage increases. We took collective actions like the picket, wearing stickers, and voting YES for a strike. As we look ahead to bargaining a new contract in 2019 let's look at what we were able to accomplish and how we got there—we are the union and we make the difference!



"Every raise we get reminds me why I wanted to be part of SEIU Healthcare 1199NW. I remember when my department didn't get raises for almost two years since we were non-union. Others at NWH who were union received multiple raises per their contract. Members in my department now benefit from being members in a strong union, and together we negotiate contracts that guarantee the raises and benefits we need for ourselves and our families."

Genevieve Sanford, Ultrasound Technologist, SEIU Healthcare 1199NW Executive Board Member

Wage increases over the life of our contract.

At ratification	1%
7/1/16	2.5%
7/1/17	2%
1/1/18	1.5%
7/1/18	2%
1/1/19	1.5%



10.5%

Our union means we demand respect in our workplace!



"In Food and Nutrition Services, we were frustrated with a lack of respect and the constant changes which were not helping us do our jobs better. We strive to provide the best food and service possible for our patients and co-workers. As individuals we gave feedback to management but we did not see any changes. When we stood up together as union members we made sure our voices were heard! We signed a petition and demanded a more respectful work environment and to have input in the way we work. Since delivering our petition, we are being treated with more respect and management met with us with an open mind. We gave them specific plans for improving the way the kitchen functions and identified the support we need. We have a follow up plan to keep them accountable. Because of our unity, changes are being made. It is great to be a union member."

Anthony Recasner, Culinary Associate, Food and Nutrition Services

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Our union means we can make changes

We have fought and won.

Since 2001, we've been united in SEIU Healthcare 1199NW to improve our work within Northwest Hospital. We initially formed our union to have a stronger voice for patient care and for our work lives. We are a fighting union—we take action to show our unity: signing petitions, wearing stickers, marching on our administration, picketing, and meeting with our elected officials.

Our unity makes the difference.

Together we have fought for increases in wages, we improved standards for all job classes and fought for market adjustments for co-workers who were behind, and we fought for and won the SEIU Healthcare 1199NW Multi-Employer Training Fund which supports members who want to go back to school and move up in their healthcare careers.

Our union is led by us.

We nominate and elect our own representation in our union to be delegates, committee and bargaining team members, and to sit on the Executive Board of our union.

When we take action we win.

Together we're moving forward to build even better standards at Northwest. It takes all of us, united in our union, to continue fighting for and winning these improvements for our patients and families.



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