

One Evergreen United for Quality Care

We are EvergreenHealth and our patients and caregivers should have the same standards as patients and caregivers in Kirkland. At our bargaining we made proposals on staffing, wages, and healthcare benefits to recruit and retain quality caregivers at Monroe—the same standards Evergreen has in Kirkland. We demonstrated our unity by signing a petition and wearing stickers with our message of one Evergreen and it’s working. We are moving management.

After our stickers and petition delivery, management has increased its wage proposal, brought a proposal on pay equity, and pulled back on most of their attempts to weaken our contract. Our action has moved management, but not far enough. Their proposal would leave us further behind co-workers in the same job classes than when we started. Our patients and staff deserve to be treated like other Evergreen patients and caregivers and we will continue to look for ways to demonstrate our unity and move our standards to match the rest of Evergreen.



Our union proposal	Management’s proposal
Match Kirkland wage scales.	No. Wage proposal that leaves Monroe further behind.
RN/LPN: 11/1/2017 RN/LPN 5.75% Service: 3.75% 11/1/2018 RN/LPN 5.75% Service: 3.75% 11/1/2019 RN/LPN 5.5% Service: 3.5% Catches Kirkland RN scales and increases the number of steps for LPNs. Many additional raises for Service positions that would be behind Kirkland’s scales	1.5% Now 1.5% 11/1/2018 1.5% 11/1/2019 Would leave Diet Aides behind the statewide minimum wage.
Affordable family healthcare	No
Education improvements for everyone new fund that would pay up to \$5200 for us to go back to school.	No training fund. Would be willing to seek state-wide funds.
Organizational Equity and Inclusion funding for a training to help make Monroe a more equitable and inclusive place.	Agree with concept but no money for training.
Pay equity for long term employees.	Mostly agree, wants to deny most senior employees access to the grievance procedure.



“After we almost closed, all of us worked hard to rebuild Valley General and make it into Evergreen

Monroe. I’m worried that our efforts are going to be eroded as we fall further behind Evergreen Kirkland and other hospitals. We need to catch up to the community so we can keep the great nurses and caregivers we have and recruit more for all the openings we have.”

Jackie Pillsbury, RN Med-Surg

