

We won! No phishing for discipline

Several months ago Evergreen sent all of us fake “Phishing” emails asking us to click on links related to parking and vacation hours. Many of us clicked the links believing the emails to be real because they came from our employer. Several weeks later management sent us verbal “coachings” alerting us that the “phishing” emails were a ruse put on by management to teach us about clicking on unknown information.

We all support protecting patient information and share in the goal to see our patient information security improved but it’s not right for management to deliberately trick us to prove a point and then discipline us.

As a union we fought back against the employer unfairly disciplining us. Social workers and service members filed a grievance together and showed management that we are willing to work on patient information security but would not accept being disciplined by a “gotcha” scheme and we won. Management agreed that the emailed coaching statements would not be used in future disciplines. Contact one of your labor management committee members if you received a coaching and would like a copy of management’s letter.



“We have always been committed to secure patient information and would be glad to work with management on ways to improve security. This ‘gotcha’ scheme on their part that resulted in many of us getting ‘coaching’ emails isn’t what collaboration looks like. It’s great that because we have a strong union we were able to move management to agree and not count their coachings as part of the discipline.”
Brad Stout,
Care Management, ER

Service Labor Management Committee:

Michelle Matthews, Chair,
Children’s Services (4-Blue)

Sean Lefebvre, Med-Surg
(8-Silver)

Anna Menne, Lab Services

Maggie Deibert,
Environmental Services

Marlita Mingaracal, PCU
(5-Silver)

Social Worker Labor Management Committee:

Bill Dehmer, Chair, Hospice

Ariana Viveros, Care
Management-In Patient

Lynda Hinz, Home Health

Brad Stout,
Care Management, ER

New Executive Board elected and a stronger voice with strong committees



Brittany Berck, Med-Surg (8-Silver)



Marlita Mingaracal, PCU (5-Silver)



Janine Tafari, Lab Services



Michelle Matthews, Children’s Services (4-Blue)



Lynda Hinz, Home Health

Every department and many of us have issues that we need to address and having a strong union means having a strong voice on important issues like healthcare, education and working conditions. Our newly elected EvergreenHealth SEIU Healthcare 1199NW Executive Board members are strengthening our ability to continue to fight back. We elected four service members and one social worker to our union’s executive board, giving us a stronger voice to win on important issues like staffing. Please welcome and congratulate our executive board when you see them.

In addition to a new Executive Board we won improvements to our committees in our new contract that ensure we can get our issues addressed. The committees are currently working on issues around equity and inclusion in the workplace, increasing access to education, reducing the cost of family healthcare, protecting us from unfair collection activity, and many other important issues.