

We deserve quality, affordable medical care, not increased costs!

It is NOT okay for CHI to put profits before people. We can't fully be there for our patients if we do not have access to affordable health insurance so we can stay healthy ourselves. We are continuing to stand together to hold our administration accountable to affordable medical benefit premiums in our contract for the Highline Core plan.

We made an agreement in our contract to share in cost increases if they should go up, but CHI inaccurately hiked people's premium rates by hundreds of dollars per year. It is clear that CHI is more interested in charging us money than helping us stay healthy. Last week we held our third grievance meeting and showed CHI how and where they were misinterpreting our contract and also using outdated data that does not even reflect reality for the purpose of justifying these rate increases.



It's time for CHI to invest in us!

Our next step is proceeding to the arbitration process.

	2017 monthly medical benefit premiums from our union contract	Medical benefit premiums our contract determines we should pay in 2018 for the Highline Core/Zenith Plan	CHI's proposed medical benefit premiums for in 2018 for the Highline Core / Zenith Plan	Amount by which CHI wants to overcharge us for premiums in 2018
Employee only	\$10	\$11	\$34	+\$276
Employee +spouse	\$99	\$106	\$148	+\$504
Employee + child	\$50	\$53	\$86	+\$396
Employee + children	\$89	\$95	\$142	+\$564
Employee + spouse + child	\$150	\$160	\$210	+\$600
Employee + spouse + children	\$196	\$209	\$273	+\$768

Standing together for safer staffing and a cleaner Highline: EVS Update

The best way to provide great patient care is for us, the frontline staff, to have the abilities and resources to apply our expertise toward helping our patients recover. That's why management's approach to eliminate EVS full time positions was the wrong way to go, and over 500 of us stepped up to challenge that decision. We were heard: Management agreed to stop a restructure, discontinue the use of agency staff, and engage in discussion with our EVS staff about what they need to keep our hospital safe and clean.

We cannot let up now. We are continuing to meet with management to hold them accountable to a staffing plan that works in EVS.



"We worked together as a union and saw victory! Nobody is losing their benefits or hours because we all took action. We think highline should hire more housekeepers to make sure our hospital stays clean."

Maria Zetino, Housekeeper, EVS



Nurse Staffing Committee Update: Where patient care and productivity do not mesh

Our union nursing staffing committee is committed to putting patient care first. Currently, our ED nurses and techs are not staffed for the high level of behavioral health patients coming through our ED, causing dangerous staffing situations and increasing wait times. We worked together with our co-workers to assess patient care needs, and used firsthand examples, short staffing forms and written out accounts of just how difficult it is to run an understaffed ED. We recommended an increase of ED Tech FTEs by 7.2 in order to meet the needs of the disproportionately high number of behavioral health patients seen at Highline.

We are making progress! Management at our staffing committee agreed with us about the need for the staffing increase. Together, both union members and management made a joint recommendation to approve the increase in ED tech staff. We expect a final response from management at our next staffing committee meeting in May.



"We are here to provide safe, quality, evidenced based patient care and that means looking beyond CHI productivity benchmarks. We have a higher than normal rate of mental health



patients at Highline and many require sitters, pulling nurses and techs away from other duties. CHI needs to approve these 7.2 FTEs so our patients can get the care they need."

Margaret Baldridge, ED, RN

The National Labor Relations Board is holding CHI accountable

Our voice as a union makes us strong and management is required by law to provide us with the information that we request. It is called an Unfair Labor Practice when CHI refuses to provide our union with information. The Labor Board recently reached a settlement in which CHI has to provide us information related to the closures of the 160th Draw Station lab and Diabetic Education Department that we believe are subcontracting that management did not handle in accordance with our contract. We have all seen the Labor Board posting on our units and in our email about this settlement. It's important for the hospital to be clear and transparent and provide the information we need to make sure our hospital is doing what's right.

(5-09)



NOTICE TO EMPLOYEES

POSTED PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY A REGIONAL DIRECTOR OF THE
NATIONAL LABOR RELATIONS BOARD
AN AGENCY OF THE UNITED STATES GOVERNMENT

FEDERAL LAW GIVES THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefits and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL NOT refuse to provide SEIU Healthcare 1199NW relevant requested information.

WE WILL provide SEIU Healthcare 1199NW with the information it requested by letters dated December 21, 2016, January 24, 2017, February 16, 2017, and April 19, 2017.

Highline Medical Center
(Employer)

Dated: 02/11/18 By: Gillian Schubert, Director, Human Resources
(Representative) (Title)

Case 19-CA-198424

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlrb.gov and the toll-free number (844)762-NLRB (6572).

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer,

915 Second Ave., 29th Floor
Seattle, WA 98174

Telephone: (206) 220-6300
Hours of Operation: 8:15 a.m. to 4:45 p.m.