



Voices United for Power

OUR UNION DIFFERENCE



SEIUHealthcare.
United for Quality Care

**Regional
Hospital**

We build a better hospital for our patients and families through our union

Through our union, we come together to strengthen the future for us and our families and we advance standards in our hospital. In our 2015 contract bargaining, we forged Regional’s path forward—and therefore our patients’ and families’ path forward—through our union strength. CHI wanted to take away the long-existing standards for our healthcare, retirement, and other areas that reflected our small, unique hospital’s longstanding respect and roll back their investment in us, the frontline caregivers who are there for our patients. They wanted to substitute inferior, cookie-cutter, corporate benefits that have no place at Regional and wouldn’t help us attract and keep the staff we need. We stood up and fought back—with nearly every one of us committing that we would withhold our labor in an open-ended strike if we had to. We succeeded—we moved CHI to stop their proposed rollbacks and commit to maintaining high standards here at Regional.

We’re still winning: together we’re moving forward to build even better standards for co-workers and patients at Regional through our recently launched education funds and through the ongoing work of our staffing committee. It takes all of us, united, to continue winning improvements for our patients and our families.



higher standards and for improved patient care.”
Genet Engidasew, RN

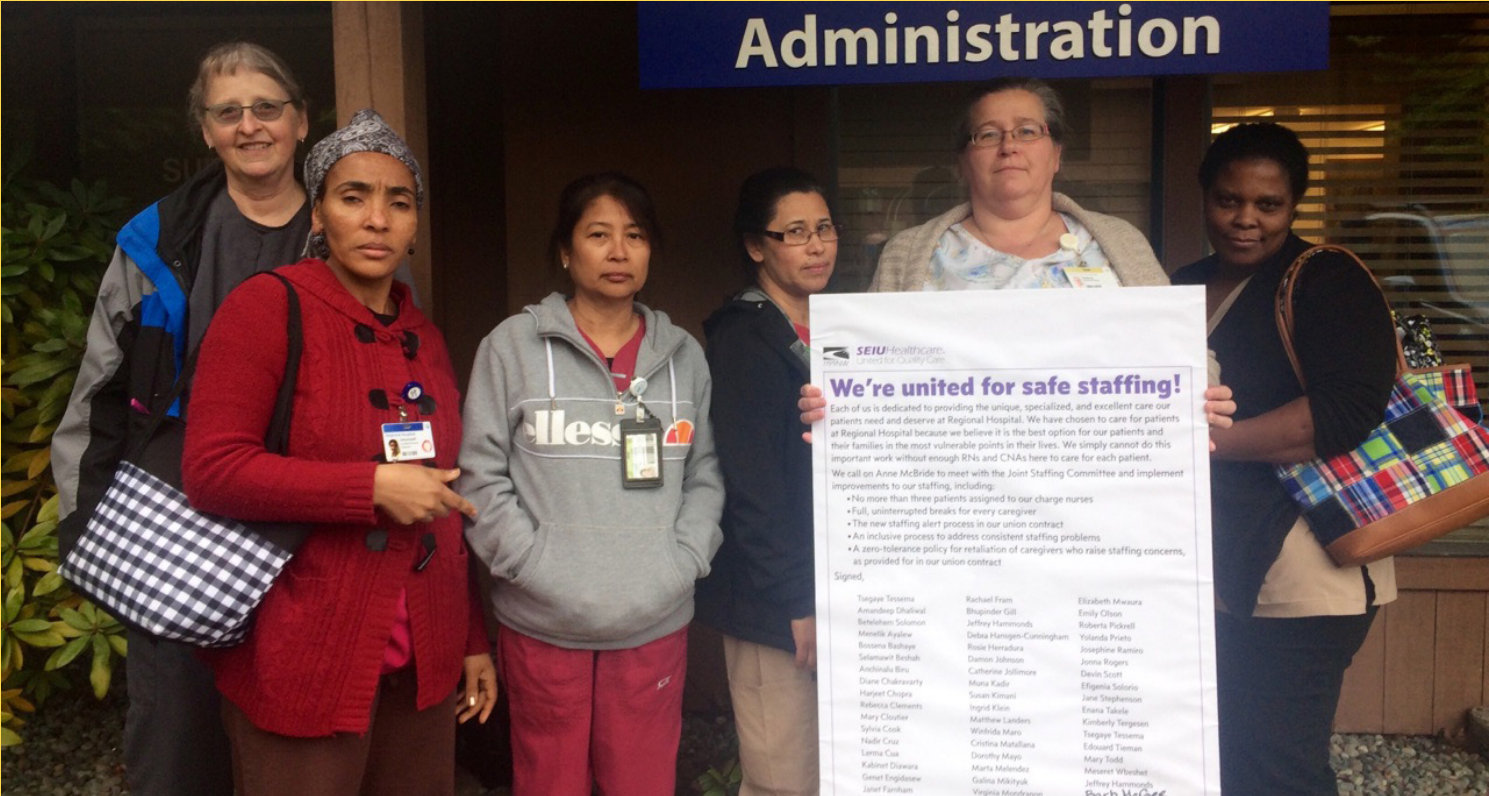
“We need to retain skilled staff and recruit new grads and that means offering competitive pay for our staff. When CHI came to the bargaining table in 2015 with low raises, we stood up as a union and took action. Because of our action, CHI finally agreed to meaningful wage increases that will help keep staff working here. We will continue to stand up for



“We kept our standards higher than the rest of CHI through our actions in bargaining. CHI wanted to offer raises of just 1 percent! Our actions meant that CHI went up 10 times—from 1 percent initially to 11 percent. We need to stand strong and continue to make sure our voices are heard as a union.”
Roberta Pickerell, RN

Our Regional	We are the union and we make the difference!
Protections we have won in our union contract:	Without our collective strength, we’d likely be stuck with CHI’s corporate approach—this is what CHI does wherever workers have not had the strength to win something better:
A say in our healthcare. When CHI tried to force their Denver-based plan on us, we took action to win premiums for every year of our contract that are around half of what the premiums are at every other CHI-Franciscan facility, as well as premiums of \$5 only for employees on the core plan. And, CHI had to pay us the “healthcare bonus” this year, to go toward out-of-pocket costs, a benefit we specifically protected in our union contract.	Unaffordable healthcare with unknown bills. Premiums as high as \$342/month for a family for the highest-quality plan—which still has coinsurance, meaning big unknown bills for many services. No maintenance of benefits—so management can change the plan whenever they want. No “healthcare bonus” like we got this year.
Caregivers can afford to retire. We have maintained our quality retirement plan where every co-worker gets a 5% contribution from management to our retirement account, every pay period—and we get 2% more contributed from management if we save 2% of our own money. We have “maintenance of benefits,” which means our retirement contribution is protected for the length of our union contract.	Lower base retirement contribution— only half, at 2.5 percent, only paid out from management once per year if someone is employed for that year on Dec. 31. No “maintenance of benefits”—so management can change the plan whenever they want.
Recruitment and retention wages. We won four years of across-the-board increases for every co-worker that keep our wages fully in line with big acute-care hospitals and recruit and retain staff.	No wage scales. Whether and when workers get a raise—and how our experience is recognized when we are hired—is entirely at the discretion of management.

We are standing up for the staffing our patients need



As frontline caregivers, we know the needs of our patients. Some of the highest acuity patients pass through our facility and we need to have the right staffing available with the ability to flex up for emergent situations on short notice. That’s why we fought for and won an increased staffing alert system to bring in additional staff when we are short or when the charge nurse determines there is a need for additional help.

Our staffing committee is active and we are speaking for our patients’ needs with CHI management. When management refused to meet with us to discuss safe patient care, we signed and delivered a petition demanding there be regularly scheduled meetings to discuss safe patient care. Management agreed to meet with us and we are now working in our staffing committee on our 2018 staffing plan.

Through our union, we won education benefits

Many co-workers are in school to further their education in healthcare, and as a union, we have prioritized supporting our co-workers in their path to advance their skills and careers. We moved management in our 2015 bargaining to commit to developing guidelines jointly with us for employees to access the education funds that we have protected in our union contract.

Our labor-management committee of union members and management has recently finalized education guidelines, which include **retroactive reimbursement of up to \$3000/year for eligible education expenses all the way back to the date of our contract ratification, which was in December 2015.** We stayed united, and together we are launching a benefit that will make a big difference in the lives of many of our co-workers and help us advance our careers.

Our new education funding is available starting today, for healthcare programs relevant to future jobs at Regional (for example, tele monitoring, RN, BSN, advanced nursing degrees), for adult education college readiness classes like English and computers, as well as for certification tests and expenses for RNs. Contact a member of the labor-management committee to get a copy of the education guidelines and submit for eligible education reimbursements.



“It’s important to have a career path that includes going back to school. We worked on an education reimbursement program through our joint education committee work—and now there is a way for staff to get up to \$3000 in reimbursement for their classes, each year.”

Matthew Landers, RN



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