



Voices United for Power

OUR UNION DIFFERENCE

SEIU Healthcare.
1199NW United for Quality Care

**St. Elizabeth
Hospital**

Our union is our strength to improve care and jobs

When we are united we can win great things for our patients, our families, and our communities.

That's what a union is: all of us working together to make positive changes at our hospital and beyond. Without a union we are just individuals without strength or power to make things better.

At Saint Elizabeth we have made significant progress to improve standards for care and jobs over the years by being united in our union, SEIU Healthcare 1199NW.

Imaging techs ratified a strong contract this year

Our hospital thrives when all of us are standing together in our union and using our voices to advance our standards. Nurses and imaging techs together make up our union of 150 people here at Saint Elizabeth. This year imaging techs won improvements to our contract based on the victories that the RNs forged in 2016.

Imaging techs won the right to convert 40 hours of EIB to PTO, improving upon the standard set by nurses. By collectively bargaining we also won raises to keep us competitive with Seattle hospitals so that we can attract the best staff possible.

Being in a union means that we all build upon each other's successes in bargaining, not only at Saint Elizabeth but across Washington State.



"For me, being in a union means that I have a way to keep the employer accountable for their actions. The contract reassures me that we can hold them responsible for the decisions they make and helps to keep working at Saint Elizabeth fair for everyone. The contract we just ratified was very fair and moved us forward. Without a union,

management could do whatever they want, including not giving us good raises."

Keith Stoner, CT Technologist



Nurses fought for and won a low census fund

Our ability to provide for our families shouldn't be subject to fluctuations in patient census but together in our union we have the strength to take on the issue. Nurses united in 2010 to fight for and win a low census fund to make sure that all of us can count on a regular pay check.

When we stand together we can win on the issues that we care about.



"Because we're part of a union, we won a low census fund in contract negotiations. Before we had our low census fund nurses were cut once or twice a week and managers didn't care. My kids qualified for Medicaid. Now with CHI trying to cut even more nursing hours across the board, more nurses would be without hours wondering how to make ends meet. The low census fund gives nurses the opportunity to earn a steady income even if census drops. Without a union, healthcare workers wouldn't have a voice. We would be at the whims of management. That would be a scary place to be!"

Kelly Patton, RN, Med/Surg



When we're united we can hold CHI accountable to our rural community

It's critical that we have a strong union so that we can hold management accountable to meeting the specific challenges we face as healthcare workers serving patients in Enumclaw and the surrounding rural areas. Many of us live in Enumclaw and recognize our patients from the community.

CHI Franciscan is a giant corporation based in Denver that pays its CEO more than \$5 million per year. As CHI gets more and more centralized, it's up to us to remain strong in our union so that we can represent our community's interests.

If we were not united in our union, CHI would be able to make decisions about the delivery of healthcare to our neighbors without much meaningful input from those of us who live in the communities that we serve.



"Being in our union gives all of us a greater voice in holding CHI Franciscan accountable to our patients and our communities. We are happy that CHI brings lots of resources to our community hospital but that means it's

even more important that we are united so that frontline caregivers are empowered to make decisions on patient care and not only CHI management in Denver.

Our union is how we can effectively tell management that our critical access hospital has different needs than hospitals in Tacoma or Seattle. It's more difficult to get experienced healthcare workers to take jobs in Enumclaw. We've stood up for high standards in our union contract so that we can recruit and retain high quality nurses so that we can provide the best care possible to our families and neighbors."

Jeanne Oden, RN, Family Birth Center

We stood up for safe staffing and won

We use our unity to make sure management hears our voices, since we're the frontline experts who care for our patients. When CHI management tried to implement new staffing patterns in the ED here at Saint Elizabeth, we took action to advocate for patient safety. We filed a group grievance and by putting pressure on senior management, we won the changes that we needed to best care for our patients.

We also won recognition from hospital management that any changes to staffing patterns going forward need to proceed through our Staffing Committee. Check in with staffing committee members to get involved in advocating for patient safety.



"In the emergency room, you never know what's going to happen. This year management tried to mandate flex staffing in the ED where they decided that for four hours we didn't need full staffing levels. They didn't ask us, or give us warning, or even look at the data that we do have that shows when patients are more likely to come to the hospital.

Because we are part of a union, we were able to push back. We wrote letters to the manager, spoke up without worrying about retaliation, and more than 90% of us signed onto a grievance we turned in as a big group. They said originally that flex staffing was mandatory for three months. After we took action they changed it back real quick!

We were backed up by our union contract and the power of thousands of union members across Washington. Our union means we have a way to stand up for safe staffing."

Meesa Taylor, RN, ED