



# Unanimous yes for better wages and more affordable healthcare

Our unity works. Working together in our labor-management, joined with our history of significant action enabled us to bargain this strong contract. Through our union, we have made progress to help us recruit and retain the best staff and better afford care for our families.

Retroactive to December 1, 2016 all bargaining unit employees will receive a **3% across the board** wage increase along with their steps gets us to the highest raise CHC members have experienced. Even members at the top step will receive a **2% one-time bonus** on their anniversary date. **Healthcare benefits** will stay the same and premiums will be 3% less expensive.

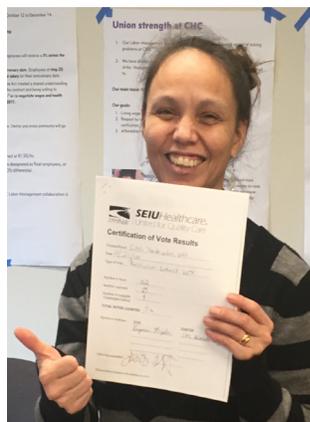
Other premiums in the contract include:

- Training pay and lead pay premiums of \$1.50
- Interpreter duties shall be paid a 2% differential

We need to stay united as we move forward. We have solid language in our contract for the next year, but as we look ahead to a new presidential administration and likely changes to the Affordable Care Act we will negotiate with management on our wages and benefits before December 1, 2017. When we're strong we can protect care for our patients and strong standards for our workplace.



“Everybody needs to be involved for the union to work well. I’m appreciating what we got together and looking forward to 2017 negotiations.”  
**Joginder Singh, Coder Admin (second from left)**



“This is awesome! These wages are the best thing I have heard in the last 10 years that I have worked here!”  
**Laura Arreola (bottom right picture)**

## Affordable Care Update:

# We need care, not chaos

We made our voices heard to make sure everyone has access to quality care —but now that is at risk.

Some Congressional leaders are pushing to repeal the Affordable Care Act and cut Medicaid funding, taking healthcare away from than 22 million Americans with no plan to replace the care they need.

We know the difference the Affordable Care Act has made in Washington: Thousands of people now have access to preventive care. Young adults up to age 26 can remain on their parents' health plans. And insurance companies can't discriminate against those with pre-existing conditions or deny coverage for their own profits.

### What would this repeal mean for us and our patients?

- Cuts to Medicaid will mean many seniors, children, and people with disabilities will be left without care. A loss of Medicaid expansion funding would mean a return to being uninsured for thousands of Washingtonians.
- Health insurance protections would be weakened or removed, returning to the days when patients could be denied care for pre-existing conditions, or insurance companies could put a life-time or annual cap on care.
- More uninsured patients would mean more uncompensated care, opening the door for hospitals to try and pass their losses on to us through cuts to staffing levels and a degradation of our standards at the bargaining table



“As healthcare providers we have seen what a huge impact the Affordable Care Act has had on the health of our patients and our

communities. We need our Congressional leaders to prioritize providing plans that provide and preserve care for everyone. We need to continue to stand up for our patients by keeping our elected leaders accountable to the health of our community so everyone can access care.”

Addy Adwell, RN,  
Harborview Medical Center

### Call your Congressional leaders

**1-866-426-2631 (English)**

**1-877-736-7831 (Spanish)**

Tell them the Affordable Care Act should not be repealed without a plan to keep and improve the healthcare of our patients and clients, including vital services such as Medicaid. Share why healthcare is important to you and your patients. Ask your Congressperson for their plan to put care first, or thank them for their ongoing support.



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