

# United for action to improve recruitment and retention

## Overwhelming vote for informational picketing

We work here to provide the best care to our community but we are in a staffing crisis and need wages and benefits that make us competitive with other area hospitals. We have had to close units because of short staffing and many of us have worked short and know how short staffing impacts the care we give. We know that our unity and action can move management to accept our proposals that would improve this situation and that's why we voted overwhelmingly to take action.

Our proposals would catch us up to Evergreen Kirkland and make us more competitive to keep and recruit the caregivers we need. Management won't commit to a solid, guaranteed contractual raise but we can't wait any longer. That's why we voted for an action plan that would for the first time at Evergreen Monroe take our stories to the community through an informational picket.

When we picket, management will feel the strength of our unity and the depth of our commitment to making change. We will continue to take action until management works with us to make this a hospital that can recruit and retain the quality caregivers our patients need.

Our next bargaining session is July 20. Touch base with a bargaining team member for a full update and next step on our action plan.

### Our bargaining team:

Elena Swanger, RSC, Med/Surg RSC  
Josh Thompkins, CNA, Med/Surg  
Sile Zacharias, RN, ER  
Dominga Rice, Environmental Services  
Travis Swanberg, RN, ER  
Margaret Evanson, Laboratory Services  
Deb Donnelly, RN, Med/Surg  
Corinna Osmond-Vickers, RN, PACU  
Jackie Pillsbury, RN, Med/Surg



"Six years ago we worked with management to save the hospital and it worked—our hospital is more profitable than

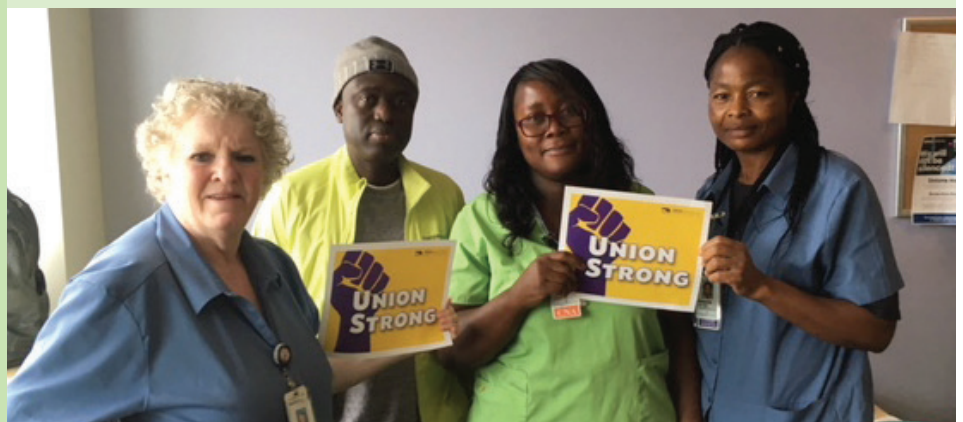
it has been in the past. But we are struggling with our staffing more than I remember and need management to pay attention and fix staffing with better wages and benefits. That's why I voted Yes! for our informational picket."

**Elena Swanger, RSC, MSTU**



"This vote showed our commitment to better staffing by becoming competitive for caregivers. It takes all of us pulling together to get a super majority vote like this and show that we are all united behind better care at Monroe."

**Sile Zacharias, RN, ER (left)**





# Q & A

## What is a picket?

A picket means we are outside the hospital on our day off, before and after our shifts, or on our breaks. We all go to work on our normal schedules. This is about taking our message to our community so they can help support us in making our community hospital the best and strongest it can be.

## My rights are protected! What should I say if my manager says I can't picket?

We are exercising our federal right to take action for our patients. This is protected and federal law prohibits our managers from discouraging or intimidating us.

## Can my family, neighbors, church or community group come?

YES! Kids, clergy, family, friends, and pets are all welcome to come!

## Who should I expect to be there?

SEIU Healthcare 1199NW members, elected officials, families, and the media will be joining us.

## How do I sign up for a time to come picket?

Talk to a bargaining team member or organizer about how to make your commitment and plan to stand with our co-workers. This action is how we tell our community that we're standing up for patient care.

