

We're standing for equity and safe staffing in our joint labor-management committee

We build our union and make St. Joe's a better place to work by standing in unity every day. When we picketed, gathered in the lobby, and wore stickers during bargaining, we won wage increases, guaranteed our \$450 wellness contribution for each of the next three years, and secured our 2017 HRA reimbursement. But our union action is not done just because we have ratified our new contract.

We are now continuing to advocate for adequate staffing, equity for all co-workers, and a bigger voice in restructures. In our recent bargaining, we had extensive discussion about the challenges we face when staffing is short, when we are not treated with respect and dignity by management or by other co-workers, and when decisions to substantially restructure our work and departments are made without our input. We won a commitment from management to come to the table to work more deeply with us on these topics in our joint labor-management committee. This committee gives us an opportunity to bring forth our concerns and discuss and find solutions together with management.

Our committee has already begun working on our skills to advocate for these key issues. We will be providing some initial feedback on the recent restructure in Environmental Services and planning the full-day training our union co-workers and management committee representatives will be attending regarding inclusion and equity for everyone at the hospital.



"I am excited to be representing our co-workers on the Joint Labor-Management Committee. This committee gives us an opportunity to have a voice in the workplace and to address the problems we face daily as frontline staff."

Rehema Mohamed, CNA, Hospice House

Our Labor-Management Committee:
Willie Willis, Tech II, EVS
Rehema Mohamed, CNA, Hospice House
Alisha Colyer, Dietary Aide, Dietary
Charney Chambers, Equipment Tech, Respiratory

Talk to one of these committee members about what you'd like to raise to management as a union through our monthly problem-solving meetings.

We won transparent information about CHI-Franciscan's financial assistance program

Check your mailbox!

Because of our unity and action at bargaining, we won a commitment from management to transparently share information about financial assistance for care here at St. Joe's so that co-workers don't have to face crippling medical debt.

We told management at bargaining that it's unacceptable that many co-workers have struggled to make ends meet for years and even been referred to collection agencies due to medical debt for care at CHI-Franciscan. Some of us have come up against serious consequences like ruined credit and inability to buy a car or house. At the very same time, **many, many of us actually qualify for substantial or full financial assistance for our healthcare bills at any CHI-Franciscan facility**—meaning that based on our income and family size, **we could have 100% of our bill waived and actually owe nothing.**

It is absolutely essential that every co-worker has full information about their eligibility for financial assistance. We did not let up the pressure on management on this issue and at the very end of bargaining won management's commitment to send an annual letter to co-workers about financial assistance that includes:

- **The scale** for financial assistance, based on family income and family size.
- Information about **how to apply** for financial assistance—the process is now straightforward and only involves our family income and family size.
- Assurance that **we can apply for financial assistance at any point when we have an outstanding balance**—even if that balance is for care we received a while back

Management's letter went out July 1. Check your mailbox. Let your union organizer or delegate know if you believe you qualify for financial assistance and need help ensuring that management follows our contract in which we won a commitment that management will work with us in making a payment plan and/or accessing the financial assistance we are entitled to prior to sending us to collections.

Number of persons in family/household	Family income that is 300% of the federal poverty level
1	\$36,420
2	\$49,380
3	\$62,340
4	\$75,300
5	\$88,260



"We won contract language that was able to address employees being sent to collections and having their wages garnished. We have language holding the employer accountable where they will have

to make reasonable efforts to determine whether an individual is eligible for assistance under the hospital's financial assistance policy before engaging in collections activity against the individual."

Summerlove Holcomb, Hospice Home Visit, CNA

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June 2018

Dear CHI Franciscan Health employees,

Providing access to health care has been central to our mission since the Sisters of St. Francis founded our first hospital in Tacoma more than a century ago. We continue their legacy today by serving individuals and their families with needed health care services regardless of their ability to pay.

Below is information about our financial assistance program that we are sharing with CHI Franciscan employees for your reference. If you talk with patients, their family, or community members who have concerns about being able to pay for necessary health care services, please encourage them to learn more about our program. CHI Franciscan employees and their family members may also benefit from the same assistance we offer to patients in similar circumstances.

In our most recent fiscal year, we incurred costs of \$20,900,000 in providing charity (free and reduced-cost) care for individuals who could not afford to pay for necessary medical services. To determine eligibility for financial assistance, we consider:

- Medical necessity of services.** Necessary services are those which save one's life, make one well, or prevent a condition from becoming worse. In determining what is a necessary service, CHI Franciscan hospitals follow all requirements of the federal Emergency Medical Treatment and Active Labor Act, Section 246-453-010 of the Washington Administrative Code and applicable laws and regulations.
- Ability to pay for services.** We base our determination of eligibility for financial assistance on family income and household size. In order to make a final determination regarding eligibility for financial assistance, an applicant is required to complete a Financial Assistance Application, provide a single form of income verification per source of income, and must reasonably cooperate with CHI Franciscan. As of July 1, 2016, free care may be available to patients with family income less than or equal to 300% of the U.S. Dept. of Health and Human Services Federal Poverty Guidelines. Patients may also be eligible for assistance if paying the full cost of care would cause them to become impoverished. As of this year, 2018, the current U.S. Dept. of Health and Human Services Federal Poverty Guidelines are as follows:

Number of Persons in Family/Household	Family Income that is 300% of the federal poverty level
1	\$36,420.00
2	\$49,380.00
3	\$62,340.00
4	\$75,300.00
5	\$88,260.00

St. Anthony Hospital - Gig Harbor
St. Clare Hospital - Lakewood
St. Elizabeth Hospital - Everett
St. Francis Hospital - Federal Way

St. Joseph Medical Center - Tacoma
Horton Medical Center - Bremerton
Horton Medical Center - Everett
Horton Medical Center - Federal Way

Highline Medical Center - Burien
Regional Hospital - Burien
Franciscan Medical Group
Franciscan Foundation
Horton Medical Center Foundation
Highline Medical Center Foundation

We’re growing our leadership and connecting across our union in our union caucuses

We are all stronger when the most co-workers are involved in our union and when we have spaces for every one of us to raise our voice together with other union members. Recently, union leaders have launched our Black Leadership Caucus, Asian Pacific Islander Caucus, Latinx Caucus, and Rainbow (LGBTQ) Caucus as spaces where co-workers come together from employers all around Washington to share our experiences, build our leadership, support one another, and take action for equity and justice at our employers and in our communities.

Talk to your organizer or delegate if you would like to join up at one of the next meetings.



“The Black Leadership caucus was like a breath of fresh air. Being around like-minded and same-color people relating to what is going on in America right now was great. I felt comfortable. I however have always realized it definitely takes unity amongst all races to help solve these problems going on in Black and Brown America. Unity is always key. But in the present state to me, it feels unity is not there 100%. I’m always willing to do the work to bridge that gap. Are you?”

Charney Chambers, Equipment Tech, Respiratory

Get a copy of our new contract!

Many co-workers stopped by to get a new union contract at our contract meetings in June. If you missed that opportunity, get a copy from your union delegate or organizer.

View our contract on your phone or computer on our newly updated website at www.seiu1199nw.org



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