

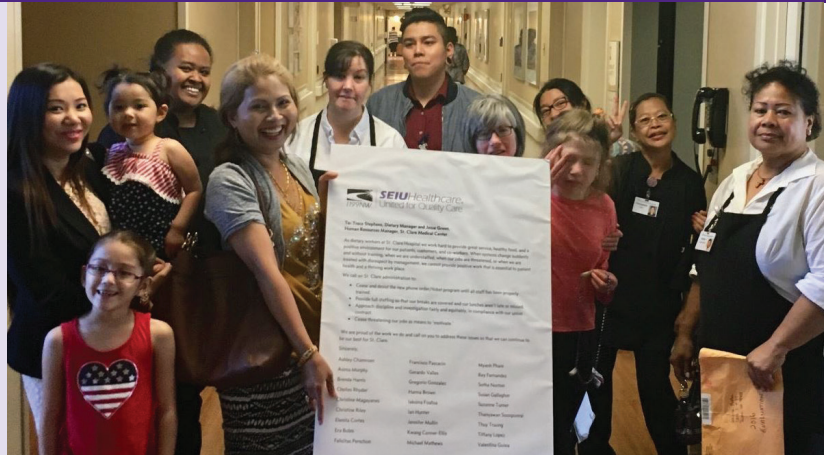
Uniting for fairness and respect

As a union, we stand together to advocate for ourselves and our families and hold management accountable to providing good jobs and great care. When management took disrespectful and unacceptable action on the recent restructure in Dietary, we joined together across the Dietary department for fairness and respect.

We took action because management gave only three days' notice for our bidding. We told management that three days is not enough to make plans with our families that affect our livelihood and the timeline gave no opportunity for us to give input and have full information when making our decision.

We met as a group with our Dietary Manager and HR Director and, the following week, delivered a petition signed by a super-majority of our Dietary co-workers to our Vice President Patrick Ahearne.

We call on management to involve us in future decisions that affect our lives in a timely way and to continue to give us the training and support we need in Dietary.



"Management needs to hear us. We are passionate about our community hospital, our patients, and our co-workers. We take pride in our role as part of the patient care team and we should be treated better. Management needs to understand we have responsibilities inside and outside of work, so we have enough time to plan for the changes. We are united for better standards because we deserve better."

Lakuina Fofoa, Food Service Aide, Dietary

We stood together to protect our \$450 wellness contribution — earn yours today!

We have a say in our wellness program with our new wellness committee.

In bargaining, we won protection of our wellness healthcare contribution of \$450 each year through 2020. This is \$450 from management to us that we can earn through activities like an online health assessment, educational videos, or calls with a health coach. If you have not earned this contribution yet, talk to a union delegate to get started. There are two more months to earn the wellness contribution this year. Starting in January, we can earn another \$450 wellness contribution for 2019.

In addition, we won a voice in the development of the wellness program through our new wellness committee. We will be sitting down with management to look at how many St. Clare co-workers have been able to participate in the program and make sure the program is accessible to every co-worker. We will be starting off our wellness committee later this summer.



"Getting a commitment to continue the wellness initiative of \$450 is important. This is a benefit everyone should take advantage of."

Chrystal Thompson, Sterile Processing Tech, Sterile Processing



"I'm joining the wellness committee so I'm able to voice any ideas or concerns my co-workers may have and be able to tell my co-workers more about the wellness program that the hospital offers to all workers."

Ashley Chamroen, Food Service Aide, Dietary

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

Check your mailbox!

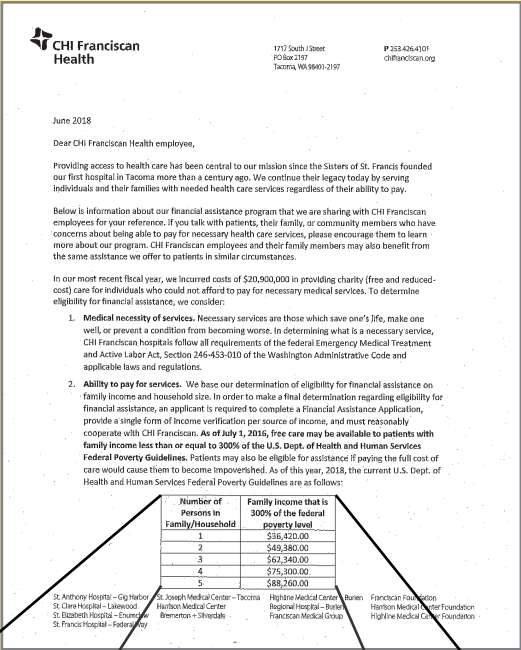
Because of our unity and action at bargaining, we won a commitment from management to transparently share information about financial assistance for care here at St. Clare so that co-workers don’t have to face crippling medical debt.

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 essentially 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 we 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.

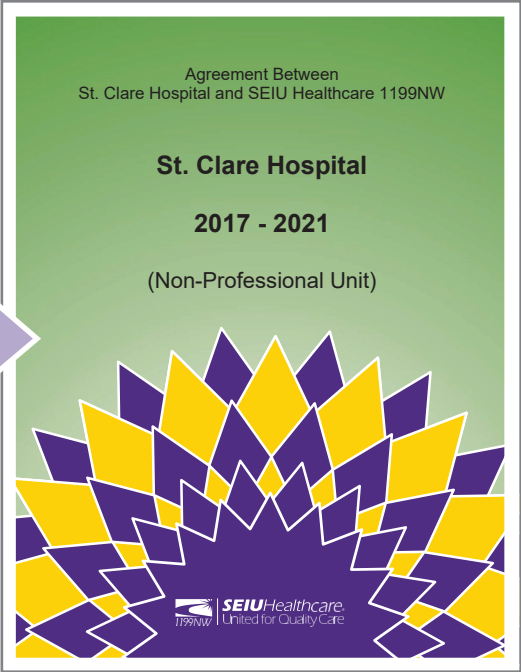
Management’s letter went out July 1. Check your mailbox. Let your union organizer or delegate know if you believe you qualify for financial assistance and need help. We must ensure that management follows what we won in our contract and works with us in making a payment plan and/or accessing the financial 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

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



SEIUHealthcare
United for Quality Care