



**SEIUHealthcare®**  
United for Quality Care

**Virginia Mason  
Memorial Hospital**

July 11, 2018

# Together we won pay equity for service workers

Having a wage scale that respects our experience is an important standard that we won by uniting and taking action for our first contract. However, not everyone received full credit for their experience which meant that new people who were hired might be making more than those of us who have the same experience. In our new contract, we won a process to fix this pay equity problem, but management was not following the process we agreed on.

That's why service workers signed onto a petition to make sure Memorial started following the pay equity review process. Our unity worked! Management has begun the process and nearly 100 service workers have requested to be part of the review with some of us receiving a 10% increase in pay. Many of us are now receiving equity pay. Be sure to talk to your delegate if you have questions about the pay equity review process.



"In order to recruit and retain the best caregivers here at Memorial, it's important that the

hospital recognize the experience we bring to our jobs. That's why we negotiated a pay equity review in our most recent negotiations."

**Gilbert Navarro, Materials**



"I have been a caregiver for 23 years and I am happy that I am finally getting the pay I

deserve with the \$1.44/hr raise, with retro for five months. Being able to fix situations like this and keep experienced co-workers is why I'm a member in our union."

**Leonora Gambito, NAC, 4TH MB**

## Our new contracts are here!



"The new contracts that we all united and took action to win on are now finalized and printed! Our co-workers are organizing contract

distributions on their break to make sure folks have a copy of their contracts and know the updates. Talk to a delegate or organizer about times that would be good for your department to receive your copy of the new contracts."

**Alice Westphal,  
Unit Care Assistant, 3EW**



"Our union voice has a lot of power because we are the front line workers at Memorial to stand up for our patients. Bargaining is one way that we make

change and ensure our voices are heard on the issues that impact us on short staffing, wages, and benefits. We have our new contracts, let us celebrate our unity! Get your contract today to learn about your rights. We need to stay strong and united, so become a member like me."

**Chase Heiserman, Utility Tech, EVS**



## United for safe patient care, EVS staffing committee has first meeting

As environmental service workers, we know that our patients and coworkers depend on us for the health and safety of the whole hospital. That's why it is so important that management take our staffing and workload concerns seriously. We felt it was necessary for us to negotiate a special staffing committee for EVS. We also held the hospital accountable to our vision of inclusion by insisting that the meeting be bilingual, in Spanish and English.



We had our first staffing committee meeting on June 19 with management where we laid out our recommendations to improve and standardize training for EVS Workers and to fill the empty EVS positions so we aren't short staffed when our co-workers go on vacation or use their sick time. Before we even got to the table we showed our unity standing together with our EVS Staffing Committee Members and prioritized the following proposals:

- Fill all the positions including all Full-time, Part-time, Per-diem, available, and relief positions.
- Standardized training
- Recruit and retain our experienced workers with a healthy work/life balance.



"It is essential to have competent workers with proper training. When I train, I take time to teach about safety and quality care for our patients first. We have requirements and standards we need to pass along for our job. Talk to your delegates and committee members about staffing concerns that are important to you."

**Socorro Rodriguez, EVS**



"Staffing Committee Members talked about the importance of managers working with us as a team in the spirit of the hospital's values, to hear our proposals and collaborate with us in English and Spanish on a plan to address our EVS staffing issues. That way we as frontline workers in patient care can take our breaks, use our sick time,

and go on vacations to ensure we aren't fatigued at work."

**Joely Gonzales and Victor Cornejo, EVS**

Staffing Committee members: Chase Heiserman, Joely Gonzales, Socorro Rodriguez, Erica Gonzales, Victor Cornejo

Our next EVS staffing committee meeting will be July 24 where we will be discussing turnover rates, overtime, and missed breaks/meals.

Talk to a member of the staffing committee if you have a story to share.

## Our vote is our voice!

When healthcare workers come together to endorse and vote for candidates, we have the power to change policies in our state to make it a better place to live and work. Fellow SEIU Healthcare 1199NW members were able to have a good conversation with Bengie Aguilar, who is running for State Senate in Washington's 15<sup>th</sup> Legislative District, regarding the recent Janus Decision in the Supreme Court and how that will affect our union. There was a conversation around the issue of families being separated at our border. After the meeting our members recommended an endorsement which was approved by the Executive Board!



Bengie Aguilar, Socorro Rodriguez, EVS, Sylvia Keller w kids, Surgery (delivering check)



Bengie Aguilar, Adela Cuevas, EVS, Socorro Rodriguez, EVS (candidate interview)



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