



**SEIU Healthcare**  
United for Quality Care

**Virginia Mason  
Memorial Hospital**

August 16, 2018

# Enforcing our contract Welcoming new employees at orientation

It is important that we are able to introduce our contract and ourselves as a union to new hires so they know they are a part of our team and they know where to turn when they have questions. We won New Employee Orientation language in our latest contracts that gives our delegate co-workers the right to introduce new hires by giving them a copy of our contract, telling them the story of our union, and welcome them to our healthcare team! We're stronger when we're all involved from the start. Our delegates recently met with our Clinical Education Manager to ensure that we are able to exercise that right in the best way possible. Join us in welcoming new hires when they come to your department by introducing yourself and letting them know you're happy they are standing with you by being a member of our union!



"It is only because we worked together in unity that we were able to push back against a reduction in our healthcare plan to maintain our current benefit. Going forward, RNs and service workers will now negotiate contracts together. That makes sense because we are all truly one team. We won better New Employee Orientation language. It is best to introduce our union from the beginning."

**Trish Bowman, RN, SEU with Cheri Zirkle, RN**



Bargaining Team members showing unity.



Bargaining members meeting with management about us introducing our union

## Our new contracts are here.

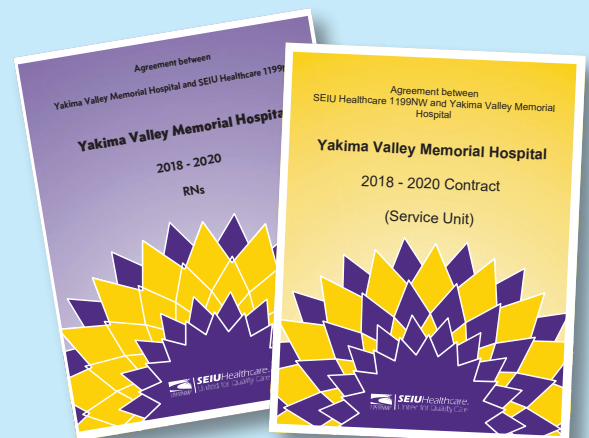
**Talk to your delegate to  
get a copy of our new contracts.**

We also have the Service Contract available in Spanish! If you still need a contract reach out to your delegate to make a plan to pick one up.



"The contract we bargained as nurses is a reflection of our values: quality patient care, adequate rest to be attuned to our patients, balance between work and family life. I'm proud of the work our membership have done to raise standards at our hospital. I enjoyed celebrating our contract with those who made it down. Reach out to your delegate to get your own copy and join in our celebration."

**Sandra Gaytan, RN, Labor & Deliver**



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## We are improving EVS standards

We are the experts on the front lines of sanitation control in our hospital which means we have some of the best ideas for improvements in our department. We've met with management twice to tell our stories about the problems we are experiencing, now we will be putting forward solutions regarding cross-training; coverage for sick calls, vacations, medical leaves, retention, and filling vacant positions. If you have a story to share or ideas for improvements reach out to the members on the EVS staffing Committee to work on ways to include your stories and ideas in the upcoming meetings!

### Our EVS staffing committee:

Joely Gonzalez  
Victor Cornejo  
Erica Gonzalez  
Socorro Rodriguez  
Chase Heiserman



"Because we have a union we are able to be at the table with management. Right now we are fighting for everybody; not just us. We want to hear from you to make sure that ALL our voices are heard."

**Joely Gonzalez,**  
EVS Utility Tech

## Meet our new union delegate SOCORRO RODRIGUEZ



"I'm proud to join our team of delegates who have earned and defended our benefits and rights including our sick days and our salaries. I look forward to standing up to the many injustices that we face in hospitals throughout the state."

**Socorro Rodriguez,**  
Housekeeper, EVS



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