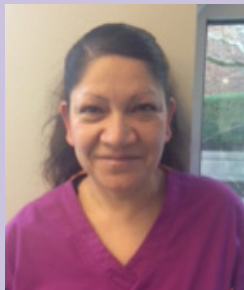


We're winning respect for our work

The patients we see come from diverse backgrounds and having staff with interpreting skills makes it possible to provide the best care possible. This benefits our team, our patients, and our hospital. In our last contract negotiations we won an increase to the bilingual premium from \$25/pay period to \$50/pay period. However this increase was only being applied to those who had passed the ALTA Medical Interpreting test and not to those of us who passed the ALTA Speaking & Listening test. Because we stood together to enforce our new contract language and pressure management to recognize this important skill set we won our premium for everyone who is qualified to assist our patients in need of interpretive services. This is the difference we can make when we're united and holding management accountable.



"I often provide interpretive services with our patients for my team. When we bargained our last contract we increased the premium to reflect the amount of work we put into interpretive services. I'm excited that we will now be implementing the premium agreed to in our contract. If you're able to speak a second language make sure you sign up to take the test so you can receive the premium. Reach out to me or the delegate in your department if you have any concerns about how the premium is being applied to you. Together in our union we make a difference for ourselves and our patients."

Erica Corral, NAC, 1N

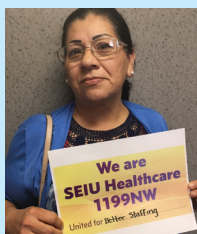
EVS Standing Together for a Clean & Safe Hospital

Across the hospital we depend upon our Environmental Service team as the frontline of infection control. But we need to have the right staffing in EVS to ensure we have the time to clean all rooms and meet all patient needs. Safe staffing in EVS means safer conditions for patients and staff. That's why together we went to management and demanded that we be listened to on important staffing issues.



Socorro Rodriguez, Housekeeper, EVS (left)

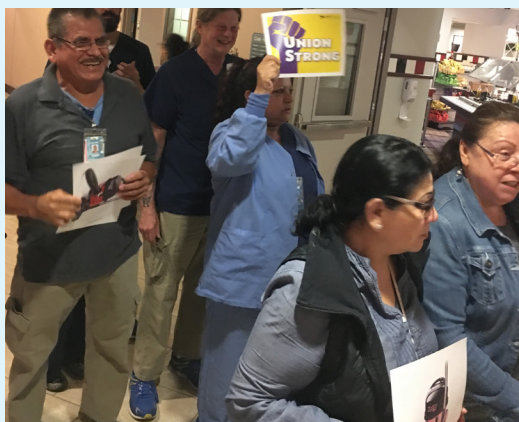
"I was happy to see co-workers and nurses from throughout the hospital join us and stand by our side as we took a stand for a better hospital. Their commitment to stand with us gave me inspiration for the work ahead of us in EVS because we are the frontline workers who need vacuums, supplies, safe staffing levels, and designated preceptors to train new staff so we can get our department back to the low levels of infections and high quality patient care that we used to provide. Having adequate staff will also ensure that we have coverage when co-workers are sick, and ensure respect for the hard work, dedication, and commitment to the best patient care that we provide to the Hospital."

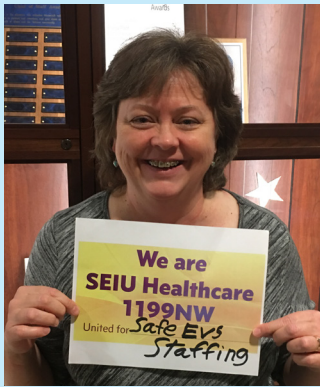


"Clean beds, fresh linens, and teamwork are key to providing the best and safest patient care. In Environmental Services our staffing shortage has left our team overworked too long

and has caused us to lose excellent co-workers with valuable experience. Together nurses and service workers joined with us and marched together to Matthew Eagan's office to address our department's staffing issues. We presented our ideas of having fair training opportunities, a preceptor program in our department, and a respectful work environment where we are free to communicate as a team in whichever language we feel comfortable. We must resolve these issues immediately in order to keep good staff and also prioritize filling vacancies. Management must commit to working with us on a plan by October 15th so we can make improvements to our department."

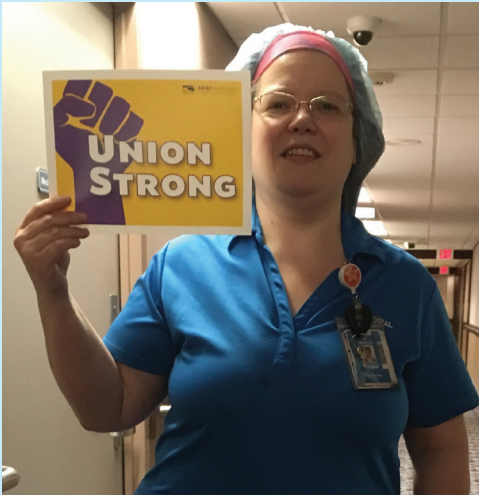
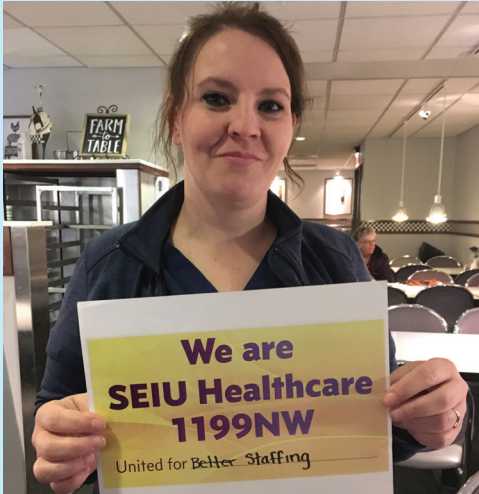
Adela Cuevas, Housekeeper, EVS





Trish Bowman, RN, 3E/W

“On my floor our EVS team is always working their hardest to make sure we can do what we need to for our patients. I was happy to stand with EVS to make sure their staffing issues are addressed by the hospital. We need these hard working co-workers, their knowledge, and their experience to stay at our hospital and keep it clean so our patients don’t get infections. If we lose our experienced EVS team now it will only move our hospital down a road that will be harder and harder to recover from.”



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