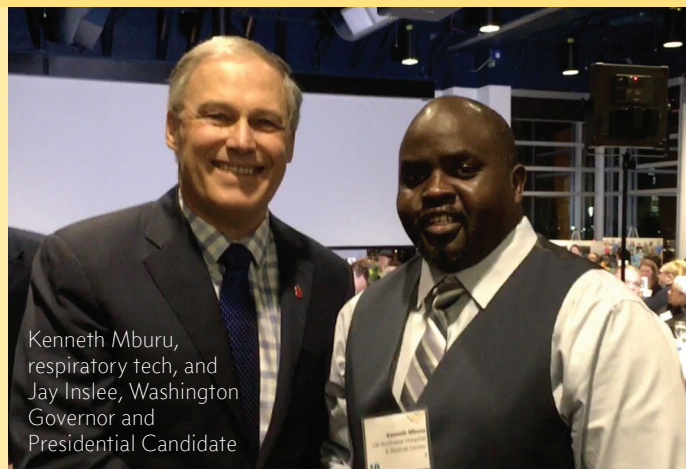


# Celebrating Our Unity: Training Fund 10 Year Anniversary

When we stood together in 2008, we were able to create a strong future for Northwest Hospital. Our bargaining team proposed that Northwest Hospital partner with our union and with other area hospitals in creating the SEIU Healthcare 1199NW Multi Employer Training Fund. After a long fight and showing our unity, management agreed and 10 years later, we celebrate the transformation this fund has made for hundreds of us, our families and for the healthcare field as a whole. We are looking forward to continue building on our success and bringing our training fund with us as we transition in to the UW.

Our very own Kenneth Mburu from RT was a featured speaker along with Washington Governor Jay Inslee, Seattle Mayor Jenny Durkan, and King County Executive Dow Constantine.



Kenneth Mburu, respiratory tech, and Jay Inslee, Washington Governor and Presidential Candidate



Giang Cao, Echo & Vascular Tech Lead, Seattle Mayor Jenny Durkan, Delores Prescott, RN, Jessica Riddle, Physical Therapy Administrative Assistant, Union Delegate



Jane Hopkins, Executive Vice President, Kenneth Mburu, Respiratory Tech, Lisa Brandenburg, UW Medicine Chief Health System Officer, and Dow Constantine, King County Executive

"One of my greatest accomplishments was to stand up on the podium and address distinguished guests and devoted delegates of the SEIU training fund, which has been there from the start of my education goals through my achievement, and which will continue to be there as I further my education. My whole world felt lifted because I was always looking for an excuse not to further my career and now that I have it, I am more than ever ready to go for more."

'The only thing stopping you from achieving your dreams are the stories you keep telling yourself that you can't. Don't wait — act now. Regret nothing.'

I find inspiration in this quote each time I want to accomplish something. Dreams are only dreams if you don't act on them. Opportunities don't knock on the door every day, and I urge my fellow union members to take this opportunity right now to use the training fund that we have fought so hard for."

**Kenneth Mburu, Respiratory Therapist**



Kathy Heffernan, Chaplain and Union Delegate, Jenny Slater, Social Worker and Union Delegate, Jessica Riddle, Physical Therapy Administrative Assistant and Union Delegate, Kenneth Mburu, Respiratory Therapist, Giang Cao, echocardiographer Lead, Genevieve Sanford, Ultrasonographer, Executive Board Member and Union Delegate, Dow Constantine, King County Executive, and union executive board members from other chapters

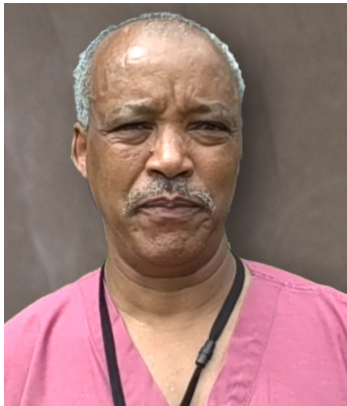
---

# A Voice in Schedule Changes

Having a union means that we have a say in important changes to our working conditions as a result of our transition into the UWMC system.

Management has recently brought to our attention that UW's work week is not the same as ours at NWH. For payroll, UW works on a Monday — Sunday schedule, where we currently work on a Sunday – Saturday schedule. We have to align these, and when we do, some people could accrue overtime if their schedule doesn't change. To avoid paying us overtime, management wants to rebid the schedules for departments that will be impacted by this.

We know that to have the least impact on our lives and the lives of our families and to make a plan that will work best for our units, we must be involved in the process when schedule changes happen. We have let management know that is what we expect. We have a strong team of delegates here at NWH who are ready to join departments that might not have their own elected representative.



"Everyone needs to be aware of this, and everyone needs to be involved to use their own voice because our power as a union comes from us as members. When CNAs in my unit went to 12 hour shifts we had to change our schedules. We were very involved in the process, union delegates meet with management and defined the expectations together. We were given the choice to pick the days we would work, we all put in our own choices, employees were allowed to make trades to make things work better and we were able to accommodate almost everybody. Some people might have some important arrangements like day care, school, etc. So this needs to be discussed and decided by employees. We are very good at talking to each other and we can figure things out very well."

**Maikele Mengesha, CNA, Medical Floor.**

**If your manager schedules a staff meeting to discuss schedule rebids, voice your demand that there be a union delegate present. We cannot accept huge changes to our lives without having a voice.**



**SEIU**Healthcare®  
United for Quality Care