

We protected our wellness plan

Start earning \$450 this year

As a union, we hold management accountable for quality healthcare for our patients as well as ourselves and our families. In bargaining, we protected our \$450 wellness benefit through 2020. By staying strong and united, we reduced the cost of our healthcare. Over 80 percent of us participated in this benefit last year.

We met with management as a Wellness Committee at both St. Joe's and St. Clare last month to speak about the plan for 2019. Because of our union contracts, even though CHI got a new vendor for wellness in 2019, the value of our benefit is secure.

Starting again now, we can earn another \$450 (\$900 with a spouse) on our Health Equity card. We can earn wellness dollars for this year through September 30 by participating in a variety of activities. We pick which option works best for us to receive the wellness dollars: a gift card (will be taxed) or contribution to our Health Equity card (should not be taxed. This is the grievance we are escalating now).

At the wellness committee and labor-management committee, we asked management to provide training opportunities where we can sign up for the new program on the spot and get support in how it works. Look for an announcement of this opportunity soon.

Update on holding CHI accountable for their tax errors

We are continuing our fight about CHI-Franciscan garnishing our wages due to their mistake in "substantiating" our healthcare spending for tax purposes over the past three years. We are pursuing the union grievance process in our contract as well as an unfair labor practice charge with the National Labor Relations Board. It is unacceptable that the administration implemented this change, affecting healthcare spending we did more than three years ago, without bargaining with us.

Contact a delegate to join in our grievance meeting.



"I am encouraging all my coworkers to join in the Wellness Program. We must take advantage of the wellness dollars we negotiated. We

are a union that stands for quality care for ourselves and our patients."

**Desiree Castillo, Care Assistant
Emergency Observation, St. Joe's**



"I am excited about the new portal tool for the wellness program. The app for me is easy to access and simple to download on my smart phone. It's convenient

that you can use the app anywhere at any time versus the computer and it is user friendly. As long as I have the app I will be ok. Download Virgin Pulse today. Earn wellness dollars through your wellness program healthcare account."

**Chrystal Thompson, Sterile Processing Tech
Sterile Processing, St. Clare**

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We're Standing for Equity for Weather-Related Absences

During the early February snow, many of us were stranded at home with no way to get to work safely. Some people were able to stay at the hospital, take cabs, or get rides in, but not everyone could. A number of environmental services workers at St. Joe's who were caring for their family's or their own safety had to stay home. Instead of showing compassion and understanding in the midst of this unusual, unsafe weather, management gave the EVS staff short notice occurrences (SNOs) for their inability to attend work. Management's action has already resulted in termination of two employees and set up many more for future discipline. As far as we are aware, no other department, at this time, has gotten SNOs for these days. This is unfair and discriminatory.



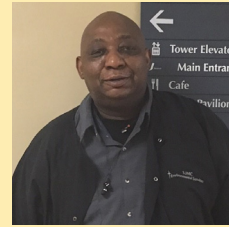
In response, EVS workers organized, along with support from dietary and CNAs, to march on HR. We presented a grievance signed by much of the EVS department and took a stand to say inequity is not ok at St. Joseph Medical Center. All workers should be respected and treated the same. We will continue our group grievance to ensure our SNOs and disciplines are removed.



Governor Jay Inslee, via CNN, 2/8/19.

"Everyone in our state needs to focus on preparing for the snow and staying safe. . . . Weather forecasters predict this may be a storm unlike one we've seen in many years. I encourage everyone to stay off the roads..."

"Short Notice Occurrence. Too many occurrences will lead to discipline up to and including termination."
St. Joe's Environmental Services management



"There was too much snow for me to get out of my driveway and the cabs weren't answering the phone. The governor declared a state of emergency

and I didn't feel safe going in. It's not fair that my coworkers and I were punished when other departments were shown compassion. We are holding St. Joe's accountable for their discrimination by standing up with our grievance."

Willie Willis, EVS Tech II
Environmental Services, St. Joe's

Update on Attorney General Ferguson's Financial Assistance Lawsuit

The Washington State Attorney General's lawsuit against St. Joe's regarding violations of the law regarding financial assistance/"charity care" is continuing. The trial date has been moved back to July 15, 2019. The Attorney General's office is continuing to talk to those who have experienced violations. You can reach the AG's office at 1-800-551-4636 to report your experience.



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