

Healthcare works best when healthcare workers have a voice!

We're ready to welcome Diagnostic Imaging Clerks to our union

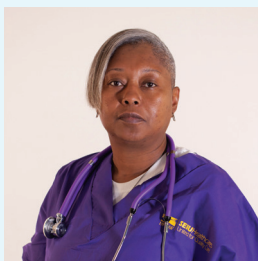


Workers across CHI-St. Joe's stand with one voice. Diagnostic Imaging Clerks marched to HR to announce that a supermajority of co-workers in this job are united to join SEIU Healthcare 1199NW and be recognized in our union. We stand together in unity for a voice to improve patient care, advocate for access to affordable health costs, and have good jobs for everyone. We call on St. Joe's HR to recognize the supermajority showing of support and meet with Diagnostic Imaging Clerks to bargain wages and working conditions as part of our service bargaining unit.

Come to our wellness training

We have succeeded in having a voice in our wellness program through our Wellness Committee meetings. We know that with the new program this year come new features. What this means for some of us is we need help to figure the features out. In our last committee meeting we had training and we learned the new program and features. We used our voice to advocate for training to go beyond the committee, because our co-workers have to have access to their healthcare benefits too.

If you need support with access to the wellness account, make a plan to stop by and get the support you need. Come down on your break or before or after your shift to learn how to utilize the wellness plan and funds for 2019.



"On April 26th, come get the education you need to access the wellness funds for 2019 through participating in their easy challenges. You can use the app or the computer. You can make a plan to come on your break or on your day off. The deadline to earn is September 29th. We want to help you get your \$450 from your wellness! The only requirement is to have CHI health insurance."

**Desiree Castillo, Care Assistant,
Medical Observation Unit**

Wellness Plan Drop-In Training

When:

Friday, April 26

Where:

5th floor training room

6:30am - 9:00am

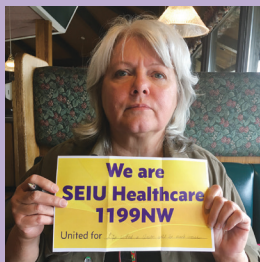
11am - 1:00pm

2:30pm - 4:30pm

We're Taking Action

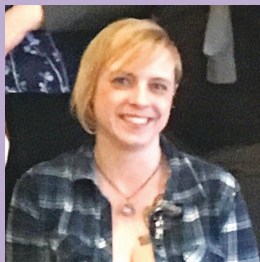
Standing up to wage garnishment for healthcare taxes

Many of us were affected by CHI taking money out of our checks for taxes on wellness incentives from 2015-2017. We united to tell management how unfair it was and to get answers. Right now we are uniting around a grievance as well as an Unfair Labor Practice charge with the National Labor Relations Board to hold management accountable for what happened, why and what steps they are taking to prevent it from happening again. The next grievance meeting is coming soon. Talk to your delegate to share your story.



"One of my doctors had retired and another moved away. There was no way for me to get receipts. It's not fair that their error is being taken out on the employees. We have to stand together and keep holding them accountable."

Crystal Knight, CNA, Neuro



"Back in September 2018 many of us including myself received letter from Health Equity stating that we needed to substantiate claims dating back from 2015, 2016, and 2017. We were given 30 days to produce receipts from as far back as 3 years ago to prove that we spent the money we received on actual

approved medical, dental and vision. We were told if we didn't provide enough proof or the right proof that we would have to pay taxes on the money that we received from our previous wellness program. As a result many of us including myself had our paychecks garnished in November and December, drastically affecting many of us through the holiday season. Many of you may have thought this issue was done and over but it is NOT! We can and are holding CHI accountable. We have a contract and CHI violated that contract when they garnished our wages. I also shared my personal story along with others. We are the UNION and it is our responsibility to hold CHI accountable to that contract. We presented our case, and told management we want our money returned to us. What they did to us was WRONG! We must STAND UP and NOT give up! Together we will hold CHI accountable one step at a time!"

Alisha Colyer, Dietary Aide, Dietary

Standing up for fair treatment on Short Notice Occurrences

Environmental Services is taking action! We all signed onto an all affected grievance and marched to deliver the notice together.



Our EVS co-workers were singled out and given writes-ups and terminations for Short Notice Occurrences while other units did not for this February's worst snow that Western Washington has had in 50 years. Co-workers wanted to come to work, but for many of us our children were home due to school closures, roads were piled up in snow and dangerous, and the phone numbers for ride services were not working. We are all healthcare workers and we all deserve equal treatment.

Our action is working, as management is moving. They have agreed to take away SNOs for co-workers who stayed home due to school or childcare closure related to weather. This is a good start, but it is not enough. We are calling on CHI-St. Joe's to value and respect EVS and take away all SNOs incurred due to the snowstorm this winter.

Follow us and be part of the conversation
@SEIUHealthcare1199NW
seiu1199nw.org

