

## FORWARD TOGETHER WITH STRENGTH

# Our Voices need to be Respected and Heard Every Day

Our expertise in our work is what makes the hospital function day in and day out so our input is vital to its success. Our bargaining team laid out for management our intentions to ensure that our collective voice is heard and respected at the bargaining table and in the future. We don't just need a contract that reflects issues that we work to solve today but one that also provides the most effective avenues to solving problems as they come up in the future as our hospital and clinic system grows and changes.

Our proposals reflect that by creating:

### An All Bargaining Unit Labor/Management Committee

- o Combines our RN and Service Labor/Management committees together into one committee to address different issues and topics as they come up throughout the contract.
- o Has representation from throughout the hospital and clinics and different job classes so we can understand the full scope of an issue and create solutions.

### A Clinic System Based Committee

- o Brings our co-workers from the clinics to a common table to address clinic specific issues like our unit based committees do at the hospital.
- o Provides an avenue to discuss and resolve issues that affect clinics specifically.
- o Recognizes the unique challenges and circumstances that occur in a clinic like our unit based committees do for our in patient units.

Our bargaining team is moving forward to make sure we have a contract that provides us with what we need to provide care for our community and take care of our families. As we move forward together as a group we'll continue tackling the issues that matter most to all of us: staffing, competitive benefits and wages, respect for our work, and an ongoing voice in decision making.



"Right now we have separate labor/management committees but the issues nurses and lab and housekeepers and everyone else have overlap. It doesn't make sense to duplicate the conversation in different places. We need everyone together to talk about the issues that affect all of us and when we have issues specific to one job or one unit, we will still be able to talk about them and

support each other like we do in bargaining."

**Chris Lopez, RN, 2W**



"Our different jobs rely on each other in many ways and are interdependent. We need to have a space where we can all come together to talk about the challenges we all have."

**Mandy Becker, PCA, 7S**



"I used to think that housekeeping issues were just housekeeping issues but over time I've come to realize that so many of our issues can affect nurses and PCAs and all other parts of the hospital. We need to have everyone at the same table for our labor/management committees so we can understand how the issues impact everyone. We can't talk about the full picture if we don't have the full

picture at the table."

**MaryAnn Gibbs, Housekeeper, Environmental Services**



"The clinics are so spread out that right now it's impossible for staff to know what's happening at the other ones so we can learn from each other. Having a committee for the clinics will help us learn from each other and make the system as a whole better."

**Melissa Hawkins, MA, Covington**

Follow us and be part of the conversation

@SEIUHealthcare1199NW

seiu1199nw.org



www.seiu1199nw.org • 1-800-422-8934

 Proudly Produced by  
the members of SEIU  
1199NW & Staff Union  
bb 050119 vmc