



United with our Co-Workers, United for a Stronger Future

We know that when we unite and take action we can win for our patients, ourselves and our family. Since we formed our union with SEIU Healthcare 1199NW, we've been able to improve standards of care, improve our jobs and hold the boss accountable. For example, in our last negotiations we won new protections against mandatory low census to help keep our paychecks whole.

In order to build on our success, we know that we need to unite more. As Providence has grown, its important that caregivers across the system are united with one voice. Many of us have talked about the need to improve our wages and staffing. The stronger our union, the greater ability we have to win on the issues that are important to us.

That's why we are having a conversation with our co-workers who are members of UFCW 21. UFCW 21 members work alongside us as Registered Nurses at St. Joseph and Mt. Carmel, as well as over 1,200 strong at Sacred Heart.

By uniting with our co-workers in UFCW 21, we will have an even stronger voice at St. Joes and will be able to make greater improvements. Whether we are working to address concerns at our Labor Management Committee or preparing for bargaining our new contract, we know that the bigger we grow our union, the more ability we have to get things done.

Frequently asked questions?

? Does this mean that we are now members of UFCW 21 and have a different contract?

No. We are still members of SEIU Healthcare 1199NW and have our contract. We are going to start working more closely with our UFCW 21 co-workers and working directly with their representatives

? Does this change our contract expiration date?

No. Our contract remains in place until the expiration date. We will be working with UFCW 21 to make sure that we build a strong bargaining team and win on our issues

? When do we become members of UFCW 21?

When our contract expires we will work on a process to officially form one big union at St. Joes with UFCW 21.

? When we become UFCW 21 members what will our dues be?

UFCW 21 members pay 1.55% of their wages in dues, or \$15.50 for every \$1,000 they make. No one pays more than \$75/month.



"We have the opportunity to join with our co-workers in UFCW 21. Joining together with the RNs will make us stronger. Have more people united together means we have a more powerful voice over our jobs and working conditions."

Bridget McCoy, NAC/Unit Secretary, Acute Care

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