

# We're Standing for Retention

We are united in our bargaining for safety and quality for Highline patients. We told management in our second bargaining meeting how we need competitive compensation, respect and equity, and investment in staff education and advancement to meet this goal. Three hundred twenty-seven staff who worked in jobs in our union have left Highline in a little over three years. That works out to an average of a coworker leaving us every three to four days. That is not right for our patients or our hospital. We need CHI-Franciscan to invest in us, so that we can be there to provide the best care for our patients.

We know that we win a contract that moves us forward by building unity across the hospital, as well as with our community of patients and families. We are already building this unity. Our bargaining team had lunch with Sofia Aragon, candidate for Burien City Council. Sofia listened to our stories about how unsafe staffing hurts our patients. She pledged to stand with us and support us. Talk to your bargaining team member about our ongoing efforts to build up our solidarity within the hospital.



Our bargaining team with Sofia Aragon, candidate for Burien City Council

**Our next bargaining is on July 16. We will be making proposals around preserving our benefits and building a Highline where everyone belongs.**



"We, your bargaining team, are your voice. We brought your concerns forward. Stay informed. Read your bulletins. Talk with your bargaining team."  
**Marghee Baldridge, RN, ED**

## Our proposals for pay that retains and respects the contribution of all staff:

7/1/19 – 8% pay increase for all

7/1/20 – 5% pay increase for all

7/1/21 – 5% pay increase for all

7/1/22 – 5% pay increase for all

Three **new pay steps** on the top of all service pay scales this is where we are the most behind our peer hospitals!

One **new pay step** on the top of the RN pay scale

**Market-leading standby pay** of \$6/hour for RNs, with even higher pay of \$10/hour after 50 hours of standby per week. Due to Highline's small size, RNs in specialized roles, like the OR and Cath Lab, take significant numbers of standby hours.

We need to stop the cycle of staff departures in these departments because it makes the standby burden even greater for remaining staff, which in turn makes it harder to recruit for the vacancies that are left.

We are at least 3% behind Swedish and Valley, the leading hospitals in King County where we know many coworkers have left to work over the past few years. We need to catch up to these hospitals and then move forward with them.



"We need to make Highline a destination, not a departure point."  
**Jenny Carter, SPD Tech, OR**

## Our proposals for training and education to fill workforce needs:

Preserving and strengthening the SEIU Healthcare 1199NW Multi-Employer Training Fund—growing the fund through increasing funding and bolstering Training Fund outreach to new employees

Increasing RN and LPN CE funds (provided by the hospital and bargained in our contract, separate from the Training Fund benefits) to \$1000/year for RNs and \$500/year for LPNs

## Our proposals for respect and recognition of our lives and families:

Paid family leave and sick leave protections in our contract based on the improved new laws in Washington

Subsidized short-notice backup childcare, so we have an option other than calling in when our kids are sick or when we want to pick up an extra shift on short notice

Dignity and protection in the disciplinary process—including no unpaid “investigation leave” where management puts us out without pay for an unknown period of time

More notice when there are restructures or closures of work units

More protection against subcontracting and reorganization of our work

Better access to annual leave, so we can plan vacation collaboratively with our coworkers and have the unbroken stretches of time off that we need to travel to see our families

Better union access to New Employee Orientation, so all new coworkers know about our union and our rights in a timely way



“I really believe it is scary when people are put on investigation leave, because you don’t know if you’re getting paid, when you’re coming back, or what it’s for. It is upsetting and stressful;

Worrying about how you are going to pay your bills before you are even found guilty. The process should have the union involved and the person should be paid for however long they are off because it was management’s decision for management investigations.”

**Valerie Corley, Unit Secretary, Telemetry**



“I have family in another country and need more than two weeks to visit them. Instead of being given enough time to visit my family, I was denied time off over eight months in advance.

It is not right to tell people they must find their own coverage or come back from overseas to cover one or two days. We are proposing that all vacations be covered and approved in full so we can have meaningful time with our families.”

**Adiam Gidey, RN, ICU/PCU**