



# We are United for Quality Care

We are healthcare experts who represent our community and our patients in their need for quality, responsive care. We need to be heard and respected in order to give our patients the quality care they deserve. Earlier this week, we stood collectively and wore stickers in unity.

Throughout the hospital on each shift a supermajority of our co-workers were engaged and supporting one another for patient care. We showed the administration and ourselves that we are united and will fight for our patients, our families, and one another!

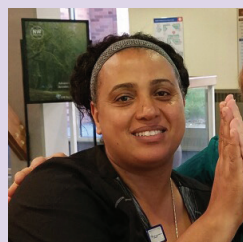


"We are standing until all of our issues are dealt with. We are demanding to be heard

as frontline staff for our staff rights, safety, and our patients' safety!"  
**Elsa Demssie, RN, Medical**



"We are united and standing together on all issues! We will not back down until our contract gives us everything!"  
**Levorn Glover, Unit Coordinator, Medical**



"I am wearing a sticker because we are fighting for our patients and ourselves. We need four CNAs. How are we going to round on twelve patients every hour? We will keep taking action

and fighting for our patients and co-workers."  
**Mimi Kebede, CNA, Telemetry**

**EVS Tech**  
**LPN Cook RN Unit Coordinator**  
**Sterile Processor CNA Dietary Aide**



## Our bargaining proposals protect our patients and families

We are committed to the safety and health of our patients and community. For many of us, our patients are members of our families who live in the community and deserve the best care at Highline. That's why we've presented a comprehensive set of proposals that will raise staffing standards for safe patient care, bring fair treatment, and protect good benefits for all of us. We are standing for:

- Guaranteed staffing to ensure a clean and safe patient care environment
- Wages that recruit and retain by keeping us competitive with other King County hospitals
- Equity and inclusion and racial justice so that we all feel respected, seen, and valued
- Benefits that support us and our families
- A voice in decision-making at Highline

We are all taking actions to support a safer, cleaner Highline that is safely staffed and will retain our skilled staff for years to come. With our actions, we will win!

Our next bargaining session is on August 6, when we expect to hear CHI management's bargaining proposals for Highline.

# Bargaining priorities we shared with management this week

## Organizational Equity and Inclusion and Racial Justice:

Patients and staff alike need a diverse and valued workforce where everyone is treated with respect, dignity and equity. We are asking for enhanced accountability, culture change, prevention, reframing, resourcing and systemic changes. Our proposal includes:

- Enhanced nondiscrimination protection
- Sexual harassment prevention and training
- An equity and inclusion joint labor-management committee that employs trauma-informed care strategies, survivor-centered approaches, data analysis, and anti-racist and anti-racism practices to improving workplace culture
- Protections for immigrant co-workers to prevent unnecessary reverification of documents
- Religious accommodations, including prayer time and space
- Bathroom equity for co-workers of all gender identities

We told management at bargaining that in order for Highline to be a place where the full community of patients and families we serve is recognized and valued for who they are, every one of us as staff has to be heard, seen, and valued, and belong, too. Our equity and inclusion proposals are an important step in this direction.



"Highline serves a very diverse Muslim community that would like to have a quiet prayer area. Family members come in and don't have a place to pray and try to arrange a place in the room. Sometimes the waiting area or patient area is busy and it's hard to make an area

for them to pray. This proposal benefits patients and everyone who comes to Highline."

**Sara Moallin, RN, Birth Center**

## Medical Debt Protection:

We need protection in our contract from being sent to collection agencies when we can't pay our healthcare bills and qualify for legally required financial assistance. Our proposal also requires management to communicate directly to co-workers about eligibility for financial assistance and to put the eligibility guidelines for financial assistance in a letter printed in our contract.

## Safety and Staffing in Environmental Services:

Highline needs to respect and adequately staff our EVS department. Our proposal includes:

- National CHEST certification and training program to certify EVS Techs in infection prevention, with \$1/hour premium for those who are certified
- Home area assignments so that EVS Techs can have stability with a regular unit assignment
- An EVS float pool to be created to provide support throughout the hospital, with a \$1/hour premium
- A voice in EVS staffing and a clear path to escalate staffing concerns

At bargaining, our entire bargaining team stood with our EVS colleagues to call on management to address the current staffing crisis in EVS that leaves our patients at risk.



"We are concerned for our patients because before we had two EVS Techs for one large area, like ER, and now we only have one EVS Tech. Rooms are not getting clean because we don't have enough staff. We need staff and Highline needs to staff for safe patient care.

Patients' rooms come first, but the whole hospital needs to be clean all the time—not just when the state comes! We need to support each other. If we don't talk, no one will talk for us!"

**Maria Guerra-Luna, EVS Tech, Environmental Services**