

# We Need Investment in Recruitment and Retention

## We say no to CHI's divisive proposals

Our bargaining priorities for safe staffing, affordable medical benefits, good raises, and secure retirement are best for our community, our patients, and our families. Our bargaining proposals move us forward with specific commitments to improved staffing, raises that catch us up to area hospitals, and protection of our medical and retirement benefits for the length of our union contract.

At our bargaining session this week, CHI-Highline showed that their priorities are to divide us and value their bottom line. The CHI-Highline administration came with their same old push to bring CHI's corporate, bottom-of-the-barrel benefits to Highline. They came with their same old approach to divide us by offering different raises to different jobs and to reject our carefully thought-out proposals to increase the safety of our staffing.

We said a resounding NO in bargaining four years ago, and we will say that again. Our values of safety and investment in our patients and community have not changed and are only growing stronger. We will stand up to CHI-Franciscan and win the protections and improvements we need for our patients and ourselves.



## Next steps:

**Our next bargaining date is September 19.**

In the meantime, it is important that all of us as union members have a chance to get updated on our and management's bargaining proposals and collectively give our input on our priorities. As union members we understand that management will never look out for our best interest, and that it is up for us to gather together and win what we and our patients deserve. Therefore it is important that we all participate in coming out to our Bargaining Update Unity Breaks in the cafeteria next week. Let's take back our hospital for our patient safety, our families, our neighbors and especially for ourselves.

## Bargaining Update in the Cafeteria Stop by on a break or day off!

Tuesday, September 10	11:00pm - 1:00am   Night Shift
Wednesday, September 11	9:00am - 2:00pm
Thursday, September 12	11:00am - 2:00pm
Friday, September 13	11:00am - 2:00pm
Friday, September 13	11:00pm - 1:00am   Night Shift

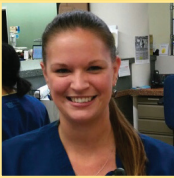


**Marghee Baldrige, RN, ED**

I would encourage SEIU members to pay attention to management's proposals, none of which support quality, safe patient care, safe staffing, fair wages, retirement, quality health care insurance plans, and recruitment and retention of staff. So come see our proposals and let us see the power in numbers.



	Our union priorities for Highline	CHI's corporate priorities
Staffing	Break relief for RNs and CNAs Charge nurse on every unit Safe 1:1 sitting assignments Enforcement of staffing matrix EVS staff assigned to each unit Right to reject unsafe patient assignments without retaliation	"No" to all of our specific staffing proposals  Management shared with us verbally their intent to post and hire for more FTEs more quickly to help get ahead of our high turnover rate and time to fill vacancies.  We don't disagree with this approach as a start—but as we told management, the real problem is that there is such a high turnover rate and difficulty recruiting in the first place—and that is what we need to solve by investing in staff and in patient safety
Wages	8% for everyone in year 1 5% for everyone in year 2 5% for everyone in year 3 5% for everyone in year 4  3 new top steps for service workers, 1 for RNs  Increase to standby pay to help recruit and retain in departments like OR and Cath Lab	Dividing us into groups:  3% for nurses but only 1.5% for service colleagues in year 1  2% for nurses and only 1.25% for service colleagues in years 2 and 3  No to new top steps and increased standby pay
Medical and retirement benefits	Maintain our current medical benefits—including our Zenith plan, with full maintenance of benefits and protection of our current plan costs for the length of our contract  Maintain, protect and improve on our Highline retirement plan	No more Zenith plan—only the corporate CHI plans, subject to whatever changes CHI makes, for each year of our contract  No more Highline retirement plan—CHI plans only, meaning takeaways to: <ul style="list-style-type: none"><li>the employer's base contribution to our retirement</li><li>the total contribution we can get from the employer including matching</li><li>how often the contribution goes into our account from every pay period to once at the end of the year</li></ul>



"As the frontline, we gave CHI our proposals that we believe address unsafe staffing and staff retention, including fair wages increases, affordable healthcare, and a fair retirement plan. CHI is not listening!"  
**MaLina Church, RN, ED**



"Management's proposal was disrespectful and very divisive to us as co-workers."  
**Valerie Corley, Unit Secretary, Telemetry**

Our community supports us and we support our community

Candidates for Seatac City Council Mohamed Egal and Damiana Merryweather and a representative for candidate Takele Gobena met with our bargaining team and listened to our concerns for quality patient care. They shared how they noticed how Highline had changed since CHI came in. They all made a commitment that they will support healthcare workers as we bargain our contract and that they will stand with us!



"As a social worker, I know that it's important to have quality benefits to recruit and retain staff. I support Highline SEIU Healthcare 1199NW members!"  
**Mohamed Egal, Candidate for SeaTac City Council**



"We support the effort by Highline healthcare workers to have quality staffing because our community members depend on healthcare workers, and quality care means quality staffing."  
**Takele Gobena, Candidate for SeaTac City Council**



"I strongly support the healthcare workers of SEIU 1199NW in their effort to secure staffing levels that ensure high-quality care for our community and safety for care providers."  
**Damiana Merryweather, Candidate for SeaTac City Council**