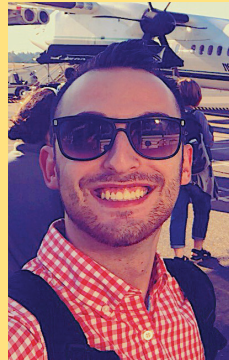




Recognition for Past Experience— We Win!

The experience we bring to our jobs at the hospital is valuable, and because of it, we are able to provide quality care to our patients. That's why we have language in our contract to ensure that new hires are given credit for previous experience when placed on the wage scale. Unfortunately, MultiCare changed the guidelines and decided to only give partial credit for certain types of experience. We filed a grievance, took action and won! Now, newly hired employees will understand how their wage was determined and will have the opportunity to grieve any errors. We also have agreed upon guidelines for what constitutes relevant experience.



"The win on new hire wage rates is a win for everyone. Everyone should be paid fairly, based on the experience they have in the field and not based on whether this is your first position at Multicare. Everyone deserves to get the credit for their past experience and this is one step closer to that"
Alex Knox, NAC, Deaconess

Enforcing our contract pays off!

At Valley Hospital

Gloria Pecor, sitter at Valley Hospital, was terminated after being accused of sleeping on the job. Through proper investigation that showed the termination lacked just cause, she was reinstated with back pay and benefits!



"Unions work. I lost my job unfairly. Thanks to the strength of our union, I have my job back."
Gloria Pecor, Sitter

Meanwhile at Deaconess Hospital



Kelly Berry, PCA, noticed she was not getting increases on her anniversary. She consulted with her delegate and together they uncovered that Kelly was placed on the wrong wage scale during the transition from CHS to MultiCare.

"I'm glad I stood my ground on this and got the wage I deserve. We all need to pay attention and ask questions to enforce our contract."
Kelly Berry, PCA

In Radiology, techs were told they could no longer opt to go without pay on a holiday, forcing everyone to take PTO, even though the department was intentionally short staffed. A group of members took action and met with management and HR, and pointed out that the policy had been changed and our contract had been violated. As a result, those techs who wanted to take the holiday without pay and were forced to use their PTO were credited back their PTO. Going forward, techs will have the option to take their holiday without pay.



"Holiday staffing is a partial closure. The policy states this when a department is partially closed on a holiday if or when you are regularly scheduled to work, you have the choice to take it unpaid. Our techs knew that since MultiCare took over, we were allowed to take PTO as an option. We also knew it was wrong to take that away. Our perseverance in holding management accountable to our contract worked."
Cheryl Riddle, Radiology

Flip for more!

Would You Like to have an Experienced Nurse Mentor?

MC Valley Hospital, Swedish Medical Center, Swedish Edmonds, UW Valley Medical Center, SEIU Healthcare 1199NW and the Training Fund have partnered to offer a special RN Mentoring program to help promote professional development and teamwork in order to retain high-quality nurses in our hospitals. This program takes place September 2019 to February 2020. Learn more & sign up: bit.ly/RNMentoring.



"I always wished that I had had a mentor when I became a new nurse but there wasn't a program available for me at the time. I remember watching the ease with which seasoned nurses around me practiced and I wished I could spend some time with them learning how they became such incredible nurses in a very intense work environment.

I would absolutely recommend the mentorship program to my colleagues. I think it's a powerful program in terms of providing perspective and support to new-grads. It also helps revitalize and inspire those of us who have been in the field for a while."

Sara Gharbi-Reinking, RN, UW, Valley Medical Center

Fighting for Our Patients and Families at the Ballot Box

Wealthy special interests have been working overtime to divide us and buy our state and national elected leaders. Now, they've set their sights on our local leaders as well. Big developers and other corporate interests have poured record amounts of money into races for Spokane mayor, city council president and city council races across the region. Fortunately, we know our fight for patients extends beyond the walls of the hospital. We've identified and interviewed candidates who will stand up for our patients and families.

- **Ben Stuckart:** Ben was on the picket line with us in 2013 when we went on strike over staffing and a fair contract. He also led the fight for paid sick leave for every Spokane worker and has consistently stood up for our city employees.
- **Breann Beggs:** As part of the "Save Our Hospitals" campaign in 2008, Breann used his legal expertise to try to prevent the sale of Deaconess and Valley Hospitals to CHS. Since being elected to the city council, he has been a strong advocate for smart justice and quality healthcare.
- **Karen Stratton:** Before being elected to the city council in 2015, Karen worked in local and state government in various capacities — from being a legislative aide to working for the city clerk — before achieving elected office herself. Karen supported the earned sick leave ordinance and supports our city employees. She will stand with working families.
- **Lori Kinneer:** Prior to being elected to the city council in 2015, Lori worked as a journalist and small business owner. She also served as a legislative aide to former Councilwoman Amber Waldref. Lori supported the earned sick leave ordinance and backs raising the minimum wage so long as measures are taken to minimize the impact on small businesses. She has pledged to support our ongoing efforts to ensure safe hospital staffing.



Our Spokane office has moved!

We are now located at:
140 S. Arthur St. Suite #690
Spokane, WA 99202



SEIUHealthcare
United for Quality Care