



We Are United for Better Benefits for Our Families and Safe Staffing for Our Patients

We are standing united for a voice in the future of our hospital. Highline is changing very quickly and our voices as frontline staff are what will bring the changes that are best for the future of our patients, families and our community. CHI-Franciscan's proposals for cuts to our benefits and the right to change them at any time, tiny raises, and no certain improvements to staffing are a step in the wrong direction.

We are taking action and standing for staff retention and recruitment, quality medical and retirement benefits, and a commitment to staff for our patient's needs, not CHI's corporate bottom-line interests.

We are united for quality healthcare for our families

We need stable, affordable healthcare with no surprise hidden costs

Affordable healthcare at Highline: a brief history

Since our 2011 union bargaining, we have built and protected the "Zenith" core plan in our union contract, where we have certain, known costs when we seek healthcare that will stay the same over the multiple years of our union contract. We actually worked together as a union with Highline to develop the Core plan. At that time Highline, as an independent hospital, was financially struggling, but we needed a secure healthcare plan to make sure our families were not struggling. So we developed a plan that drove our families to seek care in our own community and kept our costs low and secure. We voted to strike during our contract re-opener in 2013 and again—standing in absolute unity authorizing an open-ended strike in 2015—to keep our Zenith plan as an option. We stood united to beat back CHI's corporate approach.

Now corporate management wants a "blank check"

Unsurprisingly, this year, CHI-Franciscan once again wants a "blank check" to change our benefits and their costs at any time going forward. They want us to only have the option of the CHI-Franciscan plans, which open us up to hidden costs and do not have the same low costs that we fought for when we negotiated and won the Zenith plan.

Further, they want to be able to change our healthcare plans and how much we pay for them at any time, with us getting no say. They want to do this at a time when Highline is NOT a struggling, independent hospital. They want to do this even though Franciscan is a highly financially profitable part of CHI, which has now merged with Dignity to make an even larger national healthcare giant, CommonSpirit.

Outsourcing uncertainty onto our families at the same time as our corporate parent only gets larger and more secure is absolutely unacceptable. We will not accept giving over our say about our families' financial and health security to a corporation.



"CHI is putting so much money into advertisement and acquisition, and yet the medical benefits that they are offering are not competitive with other hospitals. Management's proposed medical plan doesn't

reflect the respect we deserve as allied healthcare workers. Come ask questions! Talk to your bargaining team now to learn more about our proposals."

Marghee Baldridge, RN Emergency Department

Our Next Steps

We will continue fighting for our healthcare priorities. We will all be seeing initial open enrollment information for 2020 coming up this week.

It is important to know that management is required to negotiate changes to our healthcare options with us. They cannot unilaterally implement changes while we are bargaining. In the past, we have even required them to delay open enrollment until we reached a contract agreement.

So now is the time, through our union, when we will bargain the healthcare that is right for our families. We need affordable cost, access to the right providers, and care where we live and work. Most of all, we need security that we can afford and access healthcare for all the years of our union contract.

Next week, we are joining up in the cafeteria to discuss our top healthcare priorities and take action to ensure we win what our families need and deserve.

Turn for more



Our Healthcare Values

Our Healthcare Values	CHI-Franciscan Corporate Approach
Stability with no changes to our benefits	“Blank check” to raise prices and change our benefits whenever they want to
Affordable care for everyone. Our Zenith plan has had substantially lower premiums that we pay every pay period.	Eliminate our most affordable Zenith plan. Premiums on the CHI plans are high and can go up whenever management wants. They are going up this year.
Low costs we know before we go to the doctor	Higher costs that leave us guessing how much we owe



Healthcare Unity Days

Tuesday, October 1 and Thursday, October 3

Cafeteria

11:00am - 2:00pm & 11:00pm - 2:00am

Come down on a break to get the details on the different healthcare plans and take action on what’s most important to us to get the healthcare we need.

We are uniting with our community and elected officials for a better contract

We are joined by community leaders and elected officials in support of a good contract. We are negotiating for standards that will benefit everyone who comes to Highline and our bargaining priorities will ensure that we have the staffing and resources to be there for our patients. At our last bargaining, candidates for Burien City Council visited our team and committed to be there with us to support quality healthcare in our community.



	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">the employer’s base contribution to our retirementthe total contribution we can get from the employer including matchinghow often the contribution goes into our account from every pay period to once at the end of the year