



SEIUHealthcare®
United for Quality Care

**Virginia Mason
Memorial Hospital**

October 3, 2019

Uniting for Our Proposals for a Great Memorial

Because we have a strong union at Memorial, management will hear the voices of frontline staff and will value our priorities for our patients, our professions and our families. On our first day of bargaining, Memorial management met us at the bargaining table ready to listen.

Our union bargaining team shared our vision with management of what Memorial can be. Our proposals are based on our existing practices, contract language at other facilities and our survey responses. We voted overwhelmingly to approve these proposals and to show our support for our bargaining team at our recent proposal votes.

In our first session, we presented our proposals on:

- Adding more time for rest breaks
- Respect for our union rights and organization
- Recognition of our skills in precepting new employees
- Support for technology and electronic charting
- Fair resolutions of disputes
- Fair process for light duty
- Protections against sub-contracting our work
- Many more proposals to come.

Next Steps: We will be presenting many of our remaining proposals at upcoming sessions on October 7. If you have questions or ideas, talk to a CAT or bargaining team member and look for upcoming actions and opportunities to support our bargaining priorities.



"As an EVS worker, I feel it is super important to have a ban on subcontracting because it creates a sense of security. A lot of people feel pressured and worried that we can lose our jobs or that they can be sold out. You're in a consistent state of worry, wondering if I will still be here at Virginia Mason."

Chase Heiserman, EVS



"We proposed to strengthen our union membership so as to unify us as co-workers. It will make us feel a part of one cohesive team that works together to improve working conditions and provide the best experience for the patient. By being a part of one team, people are more likely to stay here at Memorial, which means decreasing the

amount of people leaving our Hospital."

Sandy Gaytan, RN, L&D



"We want to be able to welcome new hires into our hospital and tell them that the reason they wanted to come work here is because we have a strong union that has negotiated competitive wages and benefits, and that we collaborate with management to solve issues. We proposed to increase the time to talk to new hires so we aren't so

rushed." **Trish Bowman, RN, 3EW**

more on the back

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Bargaining Team Member Spotlight:



Brenda Ponce

Brenda has been working at Memorial for three years as a unit care assistant and nurses' aid. This negotiations will be her first time at the bargaining table!

"I am excited to be a new members of the bargaining team because with my input being heard, we could be moving forward to an agreement we all can be happy with."

Brenda Ponce, 2EW UCA/NAC

Meet Our Bargaining Team!

Heather Sparks, ED RN
Alice Westphal, 3EW UCA
Trish Lizotte, Dietary
Trish Bowman, 3EW RN
Sylvia Keller, OR RN
Brenda Ponce, 2EW NAC
Karen Arreola, 2EW RN
Sandy Gaytan, L&D RN
Tim Jennings, 1N RN
Maria Collicott, CS
Yudith Webber, 2EW RN
Erica Corral, 1N CNA
Helen Jensen, 5E RN
Karla O'rourke, 5E RN
Perla Salmeron, 2NW RN
Stacey Olson, Mother Baby RN
Audrey Olson, Cottage in the Meadow RN
Jackie Larson, Endo Tech
Elias Osegura, Materials
Aida Ramirez, ICU RN
Tara Ward-Gaston, OR RN
Michelle Butler, PACU / OR
Elizabeth Graham, HH RN
Carolina Lechuga, 5E UCA
Chase Hiserman, EVS
Miguel Lopez, EVS
Socorro Rodriguez, EVS

