



We are Standing Up for Our Families and Patients We are Standing Up to CHI's Bullying and Division

We voted overwhelmingly that we will stand for what is right at Highline and we are uniting to do it. We are signing up by the dozens to rally outside the hospital for our informational picket on November 20. We know what we need: staffing that keeps our community's patients safe, wages that close Highline's huge gap compared to other area hospitals on recruitment and retention, and benefits that support our families. 327 staff left Highline from 2016 to early 2019, and we know that those numbers won't change until we lead Highline in a new direction.

At bargaining this week, incredibly, management brought *no* new bargaining proposals to improve our wages, fix our staffing, or reverse their proposed cuts to our retirement and low census fund. They have made their priorities clear. Changing them is up to us.

Our Next Steps

We meet for bargaining twice more, on November 13 and 19, before our informational picket. Those are times CHI can choose to change their ways and start doing right by us and our patients. If they don't, we are ready to put our hands together and our picket signs up and hold CHI accountable, together with elected officials, union siblings, and patient advocates in our community.

Sign up for your picket time with a bargaining team member.

Our Informational Picket Schedule

Wednesday, November 20

2:30pm

Picket setup and snacks

3:30pm

Informational picketing on Sylvester Road

5:00pm

Rally with community supporters — including recently elected City Council supporters and leaders from throughout the local labor movement

6:15pm

Dinner provided for night shift co-workers going to work after the picket

ON BACK:

**Important Open
Enrollment Update**

Important Open Enrollment Update

CHI is trying to bully us into giving up on our demand for stable health benefits for our families by forcing us into open enrollment while we are still bargaining our contract. We know they can delay open enrollment until we reach agreement—they did it in 2015 and they did it in 2013, in fact delaying multiple months into the following calendar year—but CHI is choosing not to do so.

Furthermore, in 2018 there was a behind-the-scenes reorganization of the doctor groups in the Highline region who we see on the Zenith plan. Although there were some mistakes and bad bills when this reorganization first happened, management fixed the issue and for the past two years we have been without issue seeing the same doctors we have seen since we formed the Zenith plan in 2011. However, management told us at bargaining this week and in the letter they sent us today that although they will maintain the Zenith plan in our open enrollment—which they are legally required to do if they go ahead with open enrollment, since we are still bargaining our contract and have not reached agreement on changes—they intend to stop processing insurance payments for many doctors on the plan. We told management at bargaining that they need to cease and desist from making this change.

Management could absolutely delay open enrollment and also could continue processing claims for all of the providers that have been on the Zenith plan until we reach a contract agreement. Instead, multi-billion-dollar corporate CHI is bullying our families—some of whom live on barely more than \$15/hour—into choosing risky health plans with unknown out-of-pocket costs and no protection from whatever plan changes management wants in future years, to force us off of the Zenith benefit plan and get their way.

We are strong at Highline and we won't stand for that.

Here's what we need to know about open enrollment:

- We are not done bargaining about medical benefits. We are standing for affordable, stable benefit plans with known costs over a multi-year contract agreement. Management has a legal obligation to bargain in good faith and not make any changes to our medical benefit plans until we reach agreement. We will be going to the National Labor Relations Board about Highline's unilateral change to processing insurance claims for doctors on the Zenith plan during bargaining. We also know that is breaking the law when management does not bargain in good faith and foot-draws on providing proposals, preventing us from reaching a contract agreement.
- We should make the selection we feel is best for our families in the open enrollment period. We can go in and change selections during the open enrollment period whenever we wish as long as the period is open.
- Our bargaining team is meeting again with Highline on November 13 and 19, both of which come before the close of the enrollment period. Our team will update coworkers after each meeting as to the status of our bargaining, including regarding medical benefits.

Most importantly, while the unknowns of open enrollment are scary, what we do know without question is that the only path to more stability for our families is through our unity as a union, and we have the most power to stand up against CHI's bad ways by taking the strongest action we can together. In both of our last two bargainings, we forced CHI to make major changes to their initial position on medical benefits, coming together in a powerful informational picket and even after that voting to strike. The best opportunity we have to shape our families' financial futures is to stand together as a union and come out to picket on November 20.



"In this country, not everyone has medical care. As CHI, we need to have affordable healthcare."

Nina Hao Ni, Cook, Dietary



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