

Our Unity Makes Us Stronger

We're moving forward together with Highline Medical Center

Our unity, bolstered by our strongest-ever informational picket, is driving management to move in the right direction. At bargaining this week, we learned that management is bringing a new, better wage proposal to better close the gap between St. Elizabeth and area hospitals. We also moved management to address inequities in callback pay affecting our co-workers in Perioperative Services. Through our action, we are letting management know that the status quo is not enough and that they need to do better.

However, we still have more work to do. CHI is not addressing our key priorities related to staffing, affordable benefits, and the pay premiums we need to recruit and retain nurses in every department. We told management at bargaining that in order to reach a contract agreement, we need better progress on our key priorities:

- Safe staffing: Safe coverage for break relief and safe assignments for charge nurses in ACU
- Full retroactive pay
- Adequate compensation for excessive standby hours
- Protection of our healthcare and retirement benefits
- Protection from mandatory "late start" hours that cut into our shifts



Diane Sosne, RN, MN, President, SEIU Healthcare 1199NW; Nicole Grant, Executive Secretary-Treasurer, MLK Labor (King County Labor Council); and Marghee Baldrige, RN, Highline Medical Center addressed our rally last week. Additional supporters from our community, including Machinists, SPEEA Engineers, and Enumclaw firefighters joined us on the picket line.

CHI's response of "no" to these protections for our families and patients is unacceptable.

We know we will remain united until we win a full contract that will do right by us and our patients.

We are moving management, but we need to fully close the gap on recruitment and retention wages:

Updated Wage Proposals	Union	Management
4/1/19	5% with full retroactive pay	3% two pay periods following ratification of contract No retroactive pay: \$750 ratification bonus instead, pro-rated by FTE (\$325 only for 0.5 FTE)
4/1/20	3.75% Fill in ghost step 23, 2% above prior step	3.5%
4/1/21	3.5% Fill in ghost step 27, 2% above prior step	3.5%
4/1/22	3.25%	Not interested



"Bargaining was frustrating. Management thought they could buy us out and we'd pull our staffing issues, break relief and other important issues off the table. We refuse to budge on these important issues. We shall remain committed to full resolution. Not only for SEH nurses, but for the patients of Enumclaw."
Kelly Patton, ACU

Highline and St. Elizabeth Workers Get Massive News Coverage!

Members of SEIU Healthcare 1199NW at Highline Medical Center in Burien and St. Elizabeth Hospital in Enumclaw, both owned by the same giant corporation CHI Franciscan, got an avalanche of press for our back-to-back pickets. With these actions, we let CHI Franciscan executives, our patients and the public know that we are UNITED for quality patient care, safe staffing, affordable healthcare, fair wages and good jobs for our communities.

"In a press release sent out before the picket, the union stated that the CEO of



CHI Franciscan, Ketul Patel, was compensated \$2.6 million in 2018, a 46 percent increase from the \$1.8 million he was compensated the previous year."

The Courier-Herald, Dec. 9, 2019

Some of the many news stories:

- KIRO-7 TV News covered both the Highline and St. Elizabeth pickets individually.
- KIRO-FM Radio interviewed Highline RN Marghee Baldrige and, in a separate story, St. Elizabeth RN Jeanne Oden.
- Q13 FOX News also interviewed Marghee.
- Univision Seattle brought Highline EVS worker Maria Zetino to the news studio for an extensive interview.
- The B-Town Blog and Normandy Park Blog covered the Highline picket with multiple stories and live video.
- Marghee published a letter to the editor in the B-Town Blog.
- Runta News, which serves the Somali community, ran a story about Highline.
- The News Tribune in Tacoma, where CHI Franciscan is headquartered, ran a story about St. Elizabeth featuring an interview with Jeanne.
- St. Elizabeth RN Sherry Tomt published a letter to the editor in The Courier-Herald.
- The Courier-Herald ran an in-depth story with quotes from Sherry and St. Elizabeth RN Kelly Patton.
- The Tacoma Weekly, Patch.com and The Stand, Washington's labor news, all covered St. Elizabeth.

Make sure to share and like all these stories on social media. Boosting the online visibility of our stories helps keep our community engaged and informed. We can do this by visiting [Facebook.com/SEIUHealthcare1199NW](https://www.facebook.com/SEIUHealthcare1199NW)

Next Bargaining Dates:

December 17 at Highline

December 18 at St. Elizabeth



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