



Our Unity Is Our Strength:

Management makes important moves -- but still has a long way to go

We've signed petitions, worn stickers, taken unity pictures, and authorized an informational picket. Administration knows we are united and have improved their proposal—but not enough. We need respectful wage increases and market adjustments so we can keep excellent caregivers at Island Hospital. Through our actions we have moved management to make a significantly better proposal. As we stay unified we can move them to make the improvements we still need.

It is up to all of us to demand that they do the right thing--our community and our patients deserve better!

Talk to your bargaining team member about our next action – our unity is our power. When we stand united, we can ensure a good contract for ourselves, our patients, and our community.

Union and Management Across-the-Board Wage Proposals as of 9/20/2019

Union Proposals	Management Proposals
4.5% Across the board wage increase retroactive to 3/1/2019	1.5% Across the board wage increase at ratification
4.5% Across the board wage increase 3/1/2020	1.0% Across the board wage increase 3/1/2020
The union is proposing a 2 year contract	1.0% Across the board wage increase 3/1/2021

For Island to continue to be a leading public district hospital, administration must take our concerns and proposals seriously. Since December of 2018 many of Island Hospital's caregivers have left for other hospitals with better pay:

- ✓ Surgical services has had a 71% turnover in one year;
- ✓ CNAs at Island have had a 37% turnover in one year; and
- ✓ Over 27% of our entire SEIU Healthcare 1199NW bargaining unit has left Island.

We know that high turnover leads to reduced patient satisfaction and can compromise the quality care our community depends on. To recruit and retain the staff who make Island Hospital a great hospital, management needs to respect us and our work by addressing the serious and concerning compensation gap between Island Hospital and other area hospitals.



"I'm glad management gave us a proposal that is a little better on wages, but we all need to be treated with respect. We are short staffed every day and we cannot find people to fill positions – we need a living and respectful wage so that our departments can continue doing our best work for our patients. It is up to every single one of us to make sure we win a good contract. Come talk to me about what you can do."

Kiersten White, EVS



"We have made progress and shown management that we are not backing down and they need to take us seriously! Yet there is still work to be done and it takes all of us. Let's keep up the pressure!"

Kim Deans, Acute Care

Find more on the back

Don't let the Grinch divide us — We are united for a strong union at Island

But some extremist groups like the Freedom Foundation want to weaken the power of our union and prevent us from being able to make improvements to our wages and benefits—they'll do that by knocking on our doors, sending us mail, or finding us outside of work dressed like Santa to tell us we can give ourselves a holiday raise by dropping our union dues.

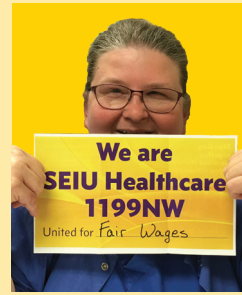


But what they don't tell us is that if we or our co-workers leave our union then we'll be weak. It takes all of us, working together and paying our dues, to have the resources to be strong and to ensure we have the power so that management will listen to our concerns.

Don't be fooled if you hear from the Freedom Foundation this holiday season. We're stronger together and weaker alone, that's why we're united to keep our union!

Have you seen fake Santa? Don't be fooled!

If you get an email from some telling you to drop your union dues, request that IT mark them as spam.



"I am frustrated that the Freedom Foundation is harassing us and attacking our belief that everyone should be treated well and with respect. I hope that anyone contacted by them sees through their propaganda: they want us to be divided and weaker but we know we all need to be unified and strong to make things better for all of us."

Carrie Shelton, SPD

Bargaining Team

Jason Belanich, Emergency

Kim Deans, Acute Care

Kiersten White, EVS

Brad Derting, Laboratory

Contract Action Team

Carrie Shelton, SPD

Brenda Schlindwein, EVS

Myrna Salcedo, Acute Care

Sarah O'Connell, ICU

Joey Ziegler, OR

Pricila Martinez, OR



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