



Our Action Is Moving Management Toward a Fair New Contract at Highline

We need to stand together to move CHI the rest of the way

Our unity and action are having an impact. At the beginning of bargaining last week, CHI Franciscan management let us know they would abandon their proposal to cut our retirement benefits to CHI's corporate standard and committed that **they will agree to keep our Highline retirement plan, for existing staff as well as for future hires, with no reductions in benefits, over the course of our new contract.** This is a key step forward toward reaching a new contract agreement. Because of our action, we are making management do the right thing. We need a contract that recruits and retains, and we are moving management in this direction.

Management also came with new, improved positions regarding concerns we have raised repeatedly in our bargaining since we began meeting last summer, including:

- ☒ Joint work toward equity and inclusion at Highline
- ☒ Protection from collections and better access to information about financial assistance, and
- ☒ Consistent ways for new co-workers to get information about union membership, our contract, and our union rights at new employee orientation when they start working at Highline
- ☒ No takeaway to our "work on a day off" time-and-a-half pay, which they had previously wanted to deny us if we called in sick on a different day during the pay period

Our powerful informational picket, featured on TV, radio, blogs, and newspapers, showed management that our community stands with us, not with Tacoma CHI administrators. Management's approach last week to bargaining made it clear that they are getting this message.

Unfair Labor Practice Strike at Swedish-Providence Fighting for quality patient care, safe staffing and racial equity for all | January 28, 29, 30

We will stay the course and do what it takes until we have a contract that respects our patients and families at Highline.

Eight thousand fellow SEIU Healthcare 1199NW members at seven Swedish/Providence campuses have given a 10-day notice to strike for three days beginning on January 28. Caregivers' goal at Swedish/Providence is not to strike, but to reach a fair contract settlement with safe staffing for Swedish/Providence patients. Elected officials on a local, state, and even national level have met with our fellow caregivers at Swedish and are ready to support them on the picket line. Community members are overwhelmingly saying that they stand with the nurses, CNAs, EVS techs, social workers and caregivers who treat their illnesses, clean their rooms, and plan their care, not the upper Providence administrators who make millions and barely even set foot in the hospital.

Meanwhile, at Highline, our next bargaining is on January 26. That is CHI's opportunity to take a different path than Swedish/Providence and work with us to reach an agreement on our new union contract that moves Highline forward.

We know they can do it—our RN colleagues in our union at St. Elizabeth voted unanimously to ratify a contract agreement with CHI earlier this month with good raises, retro pay for the full time since their contract expired, and new staffing protections. Management can and needs to bring the same approach to reaching a respectful contract agreement here that they just brought to St. Elizabeth.

We also know that if management chooses not to do that, we will not stop fighting for what's right—and that just like the patients and community at Swedish, our Highline community and patients will be with us.



"Our picket was important moving management toward closing the wage gaps with other area hospitals. Having competitive wages will help retain and recruit and provide safe quality patient care in the future." **Kara Shafer, RN, Float Pool**



"Management is listening, which is a good improvement. We want specific answers about safe staffing and increased wages." **Adiam Gidey, RN, PCU**

Management needs to do better in some key areas

While we are making progress in some areas, we are still far apart in others. We absolutely cannot reach a contract agreement without better commitments from CHI regarding wages, health benefits, and staffing. We know what our families and patients need. We were very clear to management that we will not reach a contract agreement without compensation that addresses our recruitment and retention challenges; equitable, just pay raises and affordable medical benefits for all; and safety for our patients.

Unity Break

Get updates and show your support for safe staffing, fair wages for all, and affordable benefits

**Friday, January 24
10:30am - 2:00pm
Cafeteria**

Talk to your bargaining team member about how you can participate if you work a different shift.

Next bargaining date: January 26

Find more on the back



Our Principles for a Respectful Contract Agreement

Wages	<ul style="list-style-type: none">• Closing the wage gap with Valley and Swedish. At the end of our last contract, Highline RNs were paid 3 percent less than RNs at Swedish and Valley. The gap with Valley has grown to 6 percent, since workers at Valley ratified a new contract. We know literally dozens of colleagues who have left Highline to work at Swedish and Valley. We need to close the gap.• Equitable raises across the hospital. We are all part of the patient care team—drawing blood, making and delivering meals, disinfecting rooms, taking vitals, sterilizing instruments—and we are all supporting ourselves and our families in an area with one of the fastest-rising costs of living in the country. Across-the-board raises need to be the same across the hospital. Lower across-the-board raises for service workers than for nurses are not acceptable.• Retro pay and parity across CHI-Franciscan. Nurses at St. Elizabeth and St. Joe’s reached recent contract agreements with fair raises and retro pay based on actual wages since contract expiration, not lump-sum bonuses of a set dollar amount. We are worth no less and we need retro pay and fair raises, too.
Health benefits	<ul style="list-style-type: none">• Protection of our healthcare costs over the length of our contract. For decades, we have had some degree of “maintenance of benefits” regarding healthcare costs in our Highline union contract. This means that we bargain with management regarding our health benefit costs and have cost protections in our contract. Management wants us to give this up and pay whatever premiums management decides to charge us on our health benefits in the future. We won’t stand for this.
Staffing	<ul style="list-style-type: none">• Following our staffing guidelines. Highline is required to submit a staffing plan for each unit to the state department of health. We pointed out at bargaining how management refers to the staffing plan in order to send co-workers home when we are “over-staffed,” but when we need to call in more staff in order to meet the staffing plan, we are told that the plan is “just a guideline” and that we should make do with less. We need management to follow the staffing plan in all circumstances. Patient safety, not budget, should determine our staffing decisions.• Recognizing the role of the charge nurse on all units, at all times. Sometimes we do not even have a charge nurse on a unit on a shift, a direct violation of our staffing plan. Other times, we do have a charge nurse but the charge nurse has a full patient load in addition to their role as charge nurse. Neither of these circumstances is safe. We need a charge nurse on every unit, every shift, without a patient assignment, who can support their colleagues in the safe care of all of our patients.



“We are coming closer to a contract resolution. However, service workers’ wages need to be the same as the RN contract. We will be meeting again on the 26th and need to see better proposals from management that address this at that time.”
Jenifer Radcliffe, Lab Assistant, Lab



“We continued to express to management the importance of safe staffing to provide quality care for our patients and to protect our nursing licenses.”
Marghee Baldrige, RN, ED



“Management needs to hire nurses who understand and support the diversity of ethnicity that we serve in this community.” **Sara Moallin, RN, FCBC**

Health Benefits Update

We called on CHI to hold off on our open enrollment until we reached a contract agreement, as they have done in our past two bargainings, but they made the ill-advised decision to go ahead with health benefits open enrollment anyway.

Nevertheless, we are still actively bargaining about health benefits. Our priority is affordable, accessible health benefits that are secure over the length of our union contract—and that we maintain a say over our benefits as a union, because we know that if we give that up, we are giving it up not just for ourselves but for the generations of Highline colleagues who come after us. Caregivers at Swedish, Valley, and other King County hospitals have health benefits with secure costs through their contracts. CHI-Franciscan bought Highline, which is in King County, and needs to commit to this King County standard.

Our bargaining team is looking at our 2020 Zenith medical premiums in combination with our dental premiums and plan design in order to ensure that the agreement we reach on benefits does not leave any co-worker with a smaller paycheck due to increased costs of medical benefits.

We believe that there could be a path forward that would meet our interests with the CHI medical plan designs, but only if there are clear protections to our costs over the length of our contract. At Highline we have never, and will not now, give management a “blank check” for our healthcare costs—we cannot sell our families short.

We will have more specific information on our benefit plans at our unity break later this week.