



SEIUHealthcare®
United for Quality Care

Community Health Care

February 10, 2020

Respect Us, Respect Our Work

A Place We All Belong

We're united for a CHC where we all feel like we belong and are accepted as valuable and important members of our community. No matter our differences, most of us want the same things. We want to be able to provide for our families, have security through the hard times, and be the best we can be in every patient interaction.

Whether we are white, Black, or brown, we all deserve to be treated the same at work. Some of us who are people of color are treated differently, supervised more closely, given less opportunity than others or made to feel like we don't belong. **What this hides from us is how much we have in common and that these differences are used as a way to divide us against each other.** We should all feel like we can bring our full selves into our workplace in order to give high quality patient care. That's why we are proposing a true organizational culture change for CHC and to enter into a new relationship with management to work towards challenging the systems of oppression that make some of us at CHC feel like we don't belong.

Our proposal for Organizational Equity and Inclusion

1. Creates an Organizational Equity and Inclusion Joint Labor Management Committee.
2. Seeks a partnership, not an adversarial relationship, in addressing concerns of racism, discrimination, bias, and harassment that is made up of an equal number of top leadership in both organizations.
3. Commits to data analysis to inform our shared work in understanding the impacts of racism, discrimination, bias, and harassment.
4. Prohibits sexual harassment and includes an annual sexual harassment prevention and response training for all managers and union-members paid for by CHC.
5. Protects our co-workers from having to provide their citizenship information repeatedly or have it unnecessarily scrutinized.
6. Accommodates religious practices by requiring CHC to provide scheduled breaks in accordance with an employee's prayer schedule, including access to a comfortable, private location for prayer.
7. Guarantees access to all-gender bathrooms at all work locations and publicize the locations in breakrooms and online.



"Being a person of color and having experienced first hand different treatment, I can tell you that CHC needs more hand on training, not just for their management but for us staff as well. I believe we all would benefit from our proposal and make CHC better place where everyone feels safe, welcomed and supported."

**Dorothy Challenger,
Dental, Spanaway**



We Deserve Wage STEPS

Our bargaining team has been calling on CHC to invest in us by demanding respectful wages that include longevity steps. We know that having respectful wages is important for recruitment and retention. CHC has made some movement on our across the board wage increase, but is refusing to invest and commit to our well-deserved steps that are necessary for retention!



"Every one of us has been vocal about why having wage steps is important for us. We have been there for CHC when they needed us, stuck around during layoffs and hard times, but now is time for CHC to invest in us. We know that we are the ones that make CHC profitable and its time for them to start sharing some of those profits by giving us livable wages that include our wage steps every year, and not just annual cost of livings."

Christy Fox, EastSide

Our Proposal	CHC Proposal
12/1/19: 3.5% and step increases	12/1/19: 4% NO step increases
12/1/19: Bring MA and DA to wage group 6 with starting pay of 17.89	12/1/19: MA and DA to wage group 4 that starts at 17.15
12/1/19: Sterile Processing to Group 3	12/1/19: Sterile to group 2
12/1/19: No employee to make less than \$15/Hour	12/1/19: No employee to make less than \$15/hr
12/1/2020: 3% plus steps	12/1/2020: 0.5% and steps between 12/1/2020- 11/3/20 2% lump sum Bonus for top step employees
12/1/2021: 2.5%	12/1/21: 2% NO steps

**We delivered
our stories
to administration
and management**

