



SEIUHealthcare®
United for Quality Care

**Highline Medical
Center**

February 10, 2020

BARGAINING UPDATE

We Did It! We Overwhelmingly Ratified Our New Union Contract

We stood up for our patients, our families, and restoring retention and quality to Highline. Last week, a supermajority of co-workers voted nearly unanimously to ratify our new union contract with strong wage increases, secure benefits, improvements to support us in advocating for safe staffing, and no takeaways. We stayed the course over many months with stickers, unity breaks, and petitions. Our action culminated in our big informational picket in November with community supporters—with hundreds of co-workers coming out to show support, and coverage on TV, radio, blogs, and newspapers.

Now is the time to celebrate our wins and plan our next steps. Over the coming weeks and months, we will be using our new contract protections to continue making things better for ourselves, our families, and our patients at Highline. Some next steps include:

- Using the grievance process as well as the new protections under the state law to hold management accountable to safe staffing and uninterrupted meal and rest breaks on our nursing units
- Re-starting our labor-management committee, including planning our workshop around equity and inclusion and racial justice
- Planning our EVS certification program with the SEIU Healthcare 1199NW Multi-Employer Training Fund
- Continuing to advocate that CHI allow us to supplement our Washington Paid Family Medical Leave with our sick and annual leave accruals

Through our unity, we have made a real difference in our community. We will continue to stand up for what's right and build on our wins.



Important next steps on Medical Benefits

At the current time, we all remain covered under our current benefit selections. There will be an open enrollment scheduled soon for those of us on Zenith to choose a different plan. We will have information about the plans so everyone can make an informed choice. The exact enrollment date should be coming soon.

Once we are in the new plans, those of us on Zenith will have access to a new \$450 wellness benefit. Our new Wellness Committee will help publicize this benefit so every co-worker can participate.

Everyone will pay new rates for dental benefits, which are substantially lower for those of us with dependents. We will be reimbursed for the difference between the old and new rates for January and February.

We won the right to be reimbursed for claims that were rejected in early 2020 because an FMG provider who used to be on Zenith was now out of the network. Bring these claims to the attention of Highline HR, and talk to a union organizer or bargaining team member if you need help. If we have an urgent medical need to be seen by an out-of-network FMG provider before we start our new medical plans, we also won the right to have those claims covered. Talk to HR, or an organizer or bargaining team member if you need help.

Our Bargaining Team:

Marghee Baldridge, RN, ED
Jenny Carter, SPD Tech, Sterile Processing
MaLina Church, RN, ED
Valerie Corley, Unit Secretary, Telemetry
Mona Denton, RN, OR
Tarabia Franklin, RN, ICU
Adiam Gidey, RN, PCU
Sara Moallin, RN, FCBC
Nina Hao Ni, Cook, Dietary
Jenifer Radcliffe, Lab Assistant, Lab
Kara Shafer, RN, Float
Sue Wheeler, RN, Medical
Maria Zefino, Environmental Services Tech, EVS



"I'm excited that after months of hard work, we have a contract that we can be proud of!"

**Kara Shafer, RN,
Float**



"We got ahead on a lot of things, especially the medical benefits. Co-workers will be relieved about this contract."

**Valerie Corley,
Unit Secretary,
Telemetry**

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What We Won

Wages to recruit and retain

Retro pay	3% retro payment going back to July 2019, paid in March 2020
Raises on ratification	4% increase, minimum, for all coworkers. Higher for many service workers (details below)
Raises 7/1/20	2% across-the-board increase + 2% market adjustment (4% increase) – RNs 2% across-the-board increase, NEW top step 26, 1% lump sum bonus – service workers
Raises 7/1/21	2.25% increase for all coworkers
Contract expiration 6/30/22	

Many types of pay raises add up to big raises for Service co-workers on ratification

2 percent increase to every step of the pay scale for every job classification



2 percent further increase to every step of the pay scale for several big job classifications that are especially behind – CNAs, Unit Secretaries, EVS, Cooks,



NEW Step 11, 2 percent above Step 10, with every step above Step 11 moved up a further 2 percent

68 percent of Service coworkers will benefit from this by being at Step 11 or higher



NEW Step 24, 2 percent above Step 22

Over 100 coworkers will get 6 or 8 percent raises or higher right away from the combination of these four increases

Additional big increases for some coworkers:

Increasing minimum wage to \$16.34/hour (up from \$15.05/hour now)

Consolidated Dietary pay scales – meaning big immediate raises for Early Tray and Late Tray positions

4 percent increase guarantee: Any coworker who does not get a minimum 4 percent increase from these raises together will move up an extra step on the pay scale on ratification—bringing their total increase to 4 percent or above

An affordable, secure transition to CHI health benefit plans

We will have a **special open enrollment** for all co-workers on the Zenith plan to move to a CHI plan

Through a combination of new benefit costs, **every co-worker will pay around the same or, in many cases, substantially less** in medical/dental premiums, and also have access to new wellness benefits

We have **protected affordable medical premiums** over the length of our new contract

NO premium increases for 2021

For 2022, increases in total healthcare premiums will be split equally between management and us—so our healthcare premiums cannot go up disproportionately.

NEW Lower dental premiums affect all co-workers, no matter our medical plan enrollment

The lower dental premiums will be reimbursed back to 1/1/20

Health Bonus/Wellness \$450 toward healthcare costs protected every year of our contract

NEW for current Zenith participants: By going to preventive appointments, webinars, etc., we can earn \$450/individual (\$900 with spouse) in a tax-free HRA account toward out-of-pocket healthcare costs

We can also choose to take the money in a gift card

Can participate on a phone or computer at work—we don't need a computer at home

NEW Wellness Committee so we have input in Wellness program

Management wanted our premiums in future years to be “whatever CHI decides” like they are at every other CHI Franciscan hospitals. By standing together, we were able to win a better standard

NEW Protection from collections

CHI will offer us financial assistance to resolve medical debt prior to referring us to collections.

Highline will provide us written information every year about eligibility for 100% financial assistance at CHI-Franciscan (300% of federal poverty level)

Highline will print this information for the year 2020 right in our union contract, so we have easy access

Details on medical and dental benefit premiums

Most of us on the Zenith plan will see substantial savings on health benefit premiums

Level of Coverage	2020 Zenith premium	2020 CHI Base plan premium	Highline dental PPO premium	CHI dental PPO premium	Premium difference per pay pd	Wellness money for healthcare	Total savings/year
Self	\$22.20	\$0.00	\$7.38	\$7.34	-\$22.24	\$450	\$1028
Spouse	\$81.34	\$100.01	\$22.76	\$13.02	\$8.93	\$900	\$667
1 child	\$49.46	\$82.47	\$22.76	\$14.44	\$24.69	\$450	-\$192*
2+ children	\$80.10	\$82.47	\$43.07	\$14.44	-\$26.26	\$450	\$1133
Spouse + child	\$113.20	\$141.31	\$43.07	\$22.49	\$7.53	\$900	\$703
Sp + 2+ children	\$146.84	\$141.31	\$43.07	\$22.49	-\$26.11	\$900	\$1579

All premiums in this chart are per pay period

*Highline will pay \$200 bonus in January 2021 to make up this difference for the 14 co-workers on this level

There are substantially more choices of providers on the CHI plans than on the Zenith plan

Outpatient visits to in-network providers have flat copays on the CHI Base and Core plans, just like the Zenith plan.

No takeaways

Management had proposed:

Gutting our Highline retirement benefit and going to the poor plan other CHI workers have

Eliminating our low census fund

Lowering the 15% premium for per diem co-workers, a takeaway management has rammed through at other CHI-Franciscan hospitals

Ending participation in the SEIU Healthcare 1199NW Training Fund

Taking away "work on a day off" time and one-half pay if we were sick earlier in the pay period

We stayed strong and made management cancel these plans

Commitments to safer staffing, investment in training

Management commits to adhere to the posted staffing matrix in every unit

NEW If they don't adhere to the matrix, we can file a union grievance, enforceable by an outside arbitrator, to hold management accountable

If there is a consistent problem, we can also file a complaint with the Department of Health

NEW No patient assignment is the "norm" for the charge nurse in every unit, protected in our contract

This means that we can file a grievance if charge nurses on our unit and shift are regularly taking patient assignments

No retaliation for reporting our missed rest breaks, protected in our contract

NEW For Service bargaining unit - Process to escalate staffing concerns all the way to the COO

NEW Certification program and pay in Environmental Services

Environmental Services staff participate in voluntary certification training program offered in partnership with our SEIU Healthcare 1199NW Training Fund

Certified EVS staff \$1/hour certification pay in addition to other raises

Residency Agreement changes

Going forward, nurse residents will commit to two years of service and have to pay back \$5,000 if they break this commitment (pro-rated as the time goes by)

We won a new low census exception: If there is significant low census impacting our income, we can request an exception from the payback requirement

Contract protections for equity and respect

More notice before unit restructures or mergers

21 days, up from just 7 days

Better access and planning for vacations

Management makes a seniority list available to us in each department

Commitment to providing unbroken stretches of vacation

If management can't approve our requested vacation time, they have to explain why in writing and meet to discuss alternatives

Structures to support equity and inclusion at the hospital

Data-sharing regarding worker demographics and things like disciplines, so we can raise up problems of bias and racism

Joint training for labor-management committee regarding bias and equity and inclusion

No retaliation for raising concerns regarding discrimination

Equitable rest between shift pay for service workers

10 hour rest-between-shifts time period for service workers working 10- and 12-hour shifts, the same as for RNs

Building our union strength and team at Highline

Better union access to New Employee Orientation

Hospital wide labor-management meetings

LPNs stay in our union

Management's proposal had been that because there is only one LPN now, that LPN and LPNs in the future would become non-union

New Washington Paid Family and Medical Leave law

If any Franciscan employee in WA gets the ability to supplement the state WPFML benefit payment with accruals, so we can access pro-rated accruals while on state-paid leave, we will get that too

We will keep advocating for this



"I'm happy that all of our hard work paid off. It was long fight but it feels good to know that our voices have been heard! Because this is very important for all of us!"

Adiam Gidey, RN, PCU

