



United as a Union in Unprecedented Times

We are united for our patients' and families' safety in this unprecedented time of the COVID-19 pandemic. We are joining together as a union to speak up to authorities at every level, from our hospital HR director up to the governor of Washington, for staffing, safe patient care and adequate protection for caregivers. At CHI, we are joining together 1,800 strong in SEIU Healthcare 1199NW across four CHI hospitals as well as with our union siblings in WSNA and UFCW 21 to advocate for what we need.

This week, together with our union partners WSNA and UFCW 21, we reached agreement with CHI in two important areas:

Quarantine/sick pay

Initially, CHI expected us to use our own accruals of PTO/EIB or sick/annual leave to get paid for our time off due to COVID-19 exposure in the workplace. We conveyed to management at every level that this was not acceptable and not in keeping with what other large health systems in Washington were doing. Our new agreement ensures that if we have to take time off due to being exposed at work, we will receive full pay through a combination of LNI and employer-paid administrative leave, without using our accruals. Our agreement also ensures that at-risk co-workers over 60 or with an underlying medical condition can request an accommodation, and that telework or other alternative assignments will be provided to those requesting an accommodation based on CDC guidelines whenever possible.

Multi-employer temporary float pool

Together with WSNA and UFCW 21, we have reached agreement with CHI on incentive pay for a voluntary, temporary float arrangement whereby staff including RNs, RTs, CT techs, and CNAs can work at other CHI hospitals where there is emergent need, while retaining our pay, benefits, and working conditions protected in our union contract in our primary CHI job.

Temporary Multi-Employer Float Incentive Pay

RN, Respiratory Therapist, CT Tech - \$10/hour
Per diem RN, Respiratory Therapist, CT Tech - 1.5 times pay
CNA, Tele Tech - \$5/hour

Our union Executive Board members strongly advocated for the inclusion of Environmental Services and Dietary roles, which are critically short at some of our hospitals, in this float group. We have confirmed with upper management that if additional roles such as EVS and Dietary are added to this float pool, management will notify us at that time and agree to the same kind of incentive pay that CNAs receive.

Our union is our voice for safe staffing

These two agreements are important protections of our economic security while we do critical work caring for our communities. We are continuing to advocate for the staffing and equipment we need to do our work safely. We have already held emergency labor-management meetings to discuss COVID-19 staffing and personal protective equipment at Highline and St Joe's, and we are holding them soon at St. Clare and St Elizabeth.

Elected union Executive Board members and Labor Management Committee members are advocating that every person in the care team gets the proper PPE and knowledge to do their job safely in this pandemic. Concerns that we have raised include access to masks, notification from managers of possible COVID-19 patients, processes for volunteer work that is outside of a person's normal role, and others.

In the coming days and weeks we will call for more emergency Labor Management meetings to advocate for these concerns and others as they come up. To keep each other and our patients safe, we will continue to take action and stay united.

How to get involved

Talk to your union bargaining team member or delegate about concerns we need to raise in our labor-management committees.

Call the union COVID-19 hotline at (866) 977-0247 to report additional concerns.

Fill out the Union survey on Covid-19 at
www.surveymonkey.com/r/3L8PXZL



"We know that we are the heart of healthcare and that we are all in this to give our very best for our patients and communities. In this time of great challenge, we are speaking up to hold CHI to the high standards our patients and community need. We are seeing CHI management taking strides to ensure our voices are heard and make sure that we have the resources and staffing necessary to be there for our patients. We will continue speaking out for our patients and taking actions to make sure our voices are heard." **Gloria Acosta, RN, ICU, Highline, SEIU Healthcare 1199NW Executive Board Member**