



SEIUHealthcare®
United for Quality Care

Island Hospital
Voices United for Power

When we fight, **we win!**

By being united in SEIU Healthcare 1199NW, we have raised standards for our jobs, our patients, and our community. Together we win by solving problems at work and lifting everyone up through our contracts—we stand together and speak with one voice. That's how we have been able to change things for the better and we will win more as long as we stick together.

Together we're moving forward to build even better standards at Island Hospital. It takes all of us, united in our union, to continue fighting for and winning these improvements for our patients and families. Talk to a delegate about how you can be more involved in building a better Island Hospital.

Our union is led by us.

We nominate and elect our own representation in our union to be delegates, committee and bargaining team members, and to sit on the Executive Board of our union.

When we take action, we win

During our last contract bargaining we took action together—both inside and outside our hospital:

- We signed petitions and delivered them directly to administrators
- We took pictures demonstrating our unity
- We built relationships and support in our community and with elected officials
- We authorized an informational picket to hold the Island Hospital administration accountable to being the best possible hospital for patients and for workers



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Our contract raises standards for all of us

Through our power and unity we've built a contract that protects us and our families, values our work as caregivers and services providers, and ensures Island Hospital's patients receive quality care and service they deserve.



fight for wages that allow each of us a good standard of living."

Carrie Shelton, Sterile Processing



caring and skilled employees our patients need."

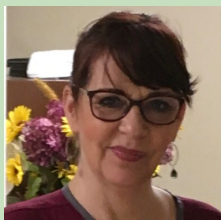
Kim Deans, Acute Care

"Together we have the power to live with dignity in this expensive area. For too long our yearly raises were too small to even keep up with the cost of living! In 2020 we fought for a contract with at least 6% in across-the-board raises over 3 years for everyone, and if we stick together we can do even better than that. Join me in continuing to

"We cannot recruit or retain good employees without good wages. Through our unity we have made big improvements, including bringing our yearly increases closer to the average for our area. Without fair wages we will lose CNAs and other people to other hospitals. Together we have the power to win wages that will attract and keep the

Winning a safe and equitable workplace for all

We know that in many departments bullying can be a problem—we won language to make sure that all reports of bullying can be brought before the upper administration. We also see that bias based on race, gender identity, ethnicity, and age can be subtle and hard to articulate on an individual basis—we won a commitment from management to share demographic reporting data with the Labor/Management Committee so that we can work to identify inequities.



"No one should be singled out because of who they are and it is up to all of us to create a culture of respect for everyone in our hospital. Winning a process so that management is also accountable to working with us to create a safe workplace for everyone is an important step towards that better culture."

Kiersten White, EVS

Winning compensation that credits our years of experience for everyone

In 2019 and 2020 we fought to make sure that everyone, whether you're new to Island Hospital or not, will get fully credited on the wage scale for the experience and skills brought to the job.



"Many of us were hired without being placed as high on the wage scale as we should have been with the experience that we have. We won a process to make sure that everyone is fully credited and that there is accountability so we will always have full credit going forward."

Brad Derting, Laboratory

Establishing job security

The healthcare industry is rapidly changing and we know that many small public district hospitals like ours are being purchased by large companies. With the successorship language we stood for together and won in our contract, we know that the gains we have made together cannot be taken away if Island is sold.



"In 2013 we fought hard for job security. With sales and subcontracting happening all over the healthcare field we need provisions to make sure that after a sale, our jobs and our contract—the gains we have made as a union—stay safe. Our contract has a successorship clause, meaning that any party buying the hospital would have to recognize our union and recognize the protections in our contract, and with our unity we can keep raising and protecting standards here at Island."

Brenda Schlindwein, EVS