

Our Ratification Vote Ensures Stability, No Takeaways and Standards for Safe Care

Overwhelmingly we voted to ratify our contract extension that provides wage increases and locks in our benefits and rights for the next year. As a group we prioritized protecting our contract as a whole during these unstable times, while making advancements for us and our coworkers in key areas that we all identified in our surveys. With these priorities in mind, here are a few of the key victories our colleagues on the bargaining team won in negotiations:

- **No takeaways** from benefits and rights in our contract.
- A 2.75% across-the-board wage increase in December 2020.
- If we're exposed to COVID-19 and need to quarantine, we will receive up to 28 days of **paid quarentine leave**, separate from our PTO/EIB.
- Access to the state paid FMLA program and the option to supplement with our PTO/EIB.
- An agreement to bargain over funds given to Monroe by the state and/or federal government to pay frontline workers during COVID.
- We'll be back at the bargaining table next summer to bargain, with our contract expiring August 31, 2021

These important gains show how we were able to use our collective voice to protect our contract as a whole and to gain further respect for us and our coworkers during the pandemic.



"Our agreement gives us paid quarantine time, separate from our PTO, for our coworkers who are exposed to COVID and need to stay home. This is an incredibly important win for us!" **Heather Beierle, Surgery Department**



"The contract extension protects our benefits from takeaways and gave us a much needed raise during COVID. I'm happy to see that our coworkers voted to extend our agreement!" **Dominga Rice, EVS**

Standing Together For Improved Working Conditions



On August 10, a supermajority of our coworkers in Perioperative Services — members of SEIU Healthcare 1199NW and UFCW 21 — delivered a petition to EvergreenHealth Monroe Administration to express our lack of confidence in management. We called for the replacement of our management to improve department morale and retention of skilled staff. Within two weeks, EvergreenHealth Monroe Administration removed the sitting management.

This remarkable victory is a testament to the power of collective action and shows that we have strength when we stand together!