

We Know What Patients Need

As frontline workers, we're there for our patients' hardest moments. And because we have first-hand experience, we know what staffing levels are necessary when patients are in crisis.



"It puts everybody at risk to get assaulted when we don't have enough people on the unit. I've been with Navos for 25 years, we have not had this kind of short staffing for nurses. This is causing people to leave Navos. And when we are orienting new people, they are scared to see what's happening. In short, with all the changes with staffing there's a big impact in the unit right now." **Imelda Miles, RN**



"One of the organization's values states – 'We hold ourselves accountable to excel in quality of care.' How are we supposed to excel in the type of quality care to our highly acute mentally ill population when we don't have enough staff on the floor?"

Mary Petelo, MHS

Management made two big changes recently that have made staffing worse:

1. They unilaterally changed the matrix so there are less staff when we have more lines of sight
2. They changed the ability of the charge nurse to call in more staff when needed

Making unilateral changes is unacceptable at any time, but it's especially disrespectful to take these steps when we are at the table, bargaining a new contract to improve patient care and recruitment and retention.

We have a voice at Navos through our union

Our main goal in bargaining is to make sure staff have the necessary tools and resources to provide the safest care possible for our clients. That should be Navos' goal too. Now that Navos is part of Multicare, it's not clear to us what their standard of care is.

Our goals	Our proposals	Management's response
Safe patient care		
	A demand to bring back the matrix	No formal response but there was recognition that the new matrix needs to be addressed
	Strengthening the voice of the staffing committee by removing the absolute right of the CEO to reject the staffing plan	Union gave proposal on 9.23.20
	COVID respite day	No
Recruitment and retention		
	Across-the-board wage increases of 5% a year	No across-the-board wage increase for the life of the contract
	Full credit for past experience	NO
	Maintenance of benefits for the life of the contract	NO
	Inclusion in the SEIU Healthcare 1199NW Training Fund	

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Recruitment and retention																	
	Wages that recruit and retain quality staff <table border="1" data-bbox="342 205 992 464"> <thead> <tr> <th></th> <th>Current</th> <th>Proposed</th> </tr> </thead> <tbody> <tr> <td>Charge nurse</td> <td>\$3</td> <td>\$4</td> </tr> <tr> <td>Evening shift</td> <td>\$1</td> <td>\$1.50</td> </tr> <tr> <td>Night shift</td> <td>\$1.50</td> <td>\$2.50</td> </tr> <tr> <td>Weekend</td> <td>\$2.00</td> <td>\$2.50 (\$4.50 for RN/LPN)</td> </tr> </tbody> </table>		Current	Proposed	Charge nurse	\$3	\$4	Evening shift	\$1	\$1.50	Night shift	\$1.50	\$2.50	Weekend	\$2.00	\$2.50 (\$4.50 for RN/LPN)	NO
	Current	Proposed															
Charge nurse	\$3	\$4															
Evening shift	\$1	\$1.50															
Night shift	\$1.50	\$2.50															
Weekend	\$2.00	\$2.50 (\$4.50 for RN/LPN)															
	Overtime for missed breaks	NO															
	401K base and matching contributions	NO															
	Recognition for floating	NO															
A strong union																	
	Increased paid advocacy days	NO															
	Paid delegate training, not utilizing our education funds	NO															
	More time with new hires to welcome them to the union	NO															
	An agreement for Navos to stay neutral when workers choose to organize	NO															
	Additional support to the bargaining date	NO															

Next steps

Connect with your bargaining team member for updates and learn what you can do to show we are united!

Three Actions We Can Take to Help Elect Healthcare Champions

So much is at stake in the upcoming general election. Here are three things we can do today to make sure working people like us come before corporations.

- 1. Pledge to vote for Joe Biden and Kamala Harris.** This November, we must elect a president who will fight for and alongside SEIU members and our families to ensure that we all have the right to join together in unions.

Pledge to vote here: 1199nw.org/seiu-pledge
- 2. Check out our endorsed candidates.** SEIU 1199NW healthcare workers like us interview candidates and ask how they'll stand on our issues. As public hospital caregivers we have a choice between electing people who want to support public employees, or candidates who want to cut our pay and benefits while we're on the front lines of a pandemic.

See the candidates SEIU members endorse here: 2020.seiu1199nw.org
- 3. Contribute to our Healthcare Leadership Fund:** Big-money donors and big business can pay for candidates who will make politics work for them. But we can use our power as workers to make our state legislature work for us.

Sign up to contribute to HLF and update your membership here: joinseiu1199nw.org



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