



# We're Sticking Together for Ourselves, Our Patients, and Our Families

## Celebrate Our Wins and Pick up a Paper Copy of Our New Contract

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 contract—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 continue to build even better standards at Island Hospital. It takes all of us, united in our union, to continue fighting for and winning improvements for our patients and families.

Our contract raises standards for all of us:

- At least 6% in across-the-board raises for everyone during the life of the contract.
- New language ensuring a safe and equitable workplace for all—where all reports of bullying can be brought before the upper administration.
- Certification pay increase to \$0.75 per hour while maintaining the \$1.00 per hour SPD Tech Certification pay.
- Overtime for those with less than the required rest between shifts to keep management accountable to respectful scheduling.

**Pick up your copy of our new contract outside in the Hospital courtyard On December 9 or December 10 between 10am and 1pm. Remember to wear a mask and remain socially distanced!**

To access our contract online, go to <https://www.seiu1199nw.org/chapters/ih/>

## Winning a New Dietary Certification

When we go back to school to deepen our knowledge in our field, it benefits our patients and the hospital. It's important that this commitment and education is recognized. In October we worked with hospital administration to recognize a new pay-eligible certification in the Dietary department: Certified Dietary Manager. If you believe you might be eligible for this certification, or you hold a certification that is not yet eligible for certification pay, contact your delegate.

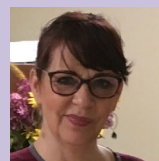
## Our COVID-19 Agreement

Last spring we fought hard for COVID-19 protections that keep us safe. These protections remain in effect as we continue to care for our community during the pandemic. Talk to your delegate or organizer if you have questions or concerns.

Access the full agreement at:  
<https://1199nwcovidresponse.org/island-hospital-mou/>

## Wage Scale Placement That Credits Our Years of Experience

In 2019 and 2020 we fought to make sure that everyone, whether you're new to Island Hospital or not, will have the opportunity to get fully credited on the wage scale for the experience and skills brought to the job. Part of that process included a review request period for those hired before April 2020.



"I requested a step placement review because when I was hired, I was put at the bottom step of the wage scale even though I had previous cleaning experience. This was an important time especially for those of us who have worked at the hospital for a long time to look back and make sure we're being paid correctly. I'm sure management will do the right thing and make sure we're on the right step for the experience and commitment we bring to this hospital."

**Kiersten White, EVS**

## New Membership Form

We are working on raising standards—wages, safe staffing, and a healthy work environment. The only way for us to keep those standards and protect our jobs is when we're all members of our union—that's how we have the power not only to bargain with management but to win what is important to us.

Access the card at this link: [joinseiu1199nw.org](https://joinseiu1199nw.org)

Or use your phone to scan this code

