

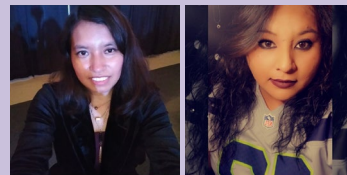
# We Are Fighting Together for Fair Working Conditions

In 2018 we fought hard to have language in our contract to put us and our patients in top priority. In 2020 we are coming to the bargaining table ready to fight for a fair contract that puts our patients, ourselves and our families' safety first.

We met with management at our fourth bargaining session on Dec. 15. While we both put proposals on the table and were able to make some movement, we are still far on some pieces. We are the frontline workers of this pandemic and it is important to recognize our essential work and protect our safety. Through our proposals, we are putting the community first.

It is not too late to join our bargaining team! If you would like to join us at the table with management ask your bargaining team member or organizer how.

**Next bargaining dates are Jan. 5 and 28.**



"We are a part of the bargaining team from the EVS department.

We want to represent our EVS co-workers to help with our department issues, and to see positivity in EVS. It is important we are sitting at the table, to fight for our rights as union members and use our voices and our experiences to improve our contract."

**Doris Hurtado and Lilian Pacheco, EVS Housekeepers**

Proposals	Union	Management
<b>COVID MOU</b>	<ul style="list-style-type: none"> <li>Protect our safe sick accrual by providing paid admin leave for any sort of quarantine that is required by Kadlec</li> <li>Hero Pay to recognize we're working in a pandemic</li> <li>Provide emergency \$100 to families who need to use childcare</li> <li>Incentive pay for extra shifts picked up</li> </ul>	<ul style="list-style-type: none"> <li>Use PTO/EIB for the first 7 days of quarantine for community exposure unless you prove it is work-related</li> <li>No.</li> <li>No. Use PTO or EIB if you are not ill but need to stay home due to eldercare or daycare</li> <li>No.</li> </ul>
<b>Union Representation</b>	<ul style="list-style-type: none"> <li>To have union representation at a meeting including up to termination.</li> </ul>	<ul style="list-style-type: none"> <li>No.</li> </ul>
<b>770</b>	<ul style="list-style-type: none"> <li>Make LOU language a permanent article in the contract</li> <li>Considered Full Time status by reflecting it in our benefits and accruals.</li> </ul>	<ul style="list-style-type: none"> <li>No.</li> <li>No.</li> </ul>
<b>Per Diem</b>	<ul style="list-style-type: none"> <li>Protect per diem language.</li> </ul>	<ul style="list-style-type: none"> <li>Adding requirements such as needing to work a major and minor holiday</li> </ul>
<b>Float</b>	<ul style="list-style-type: none"> <li>Resource Team: Change 4% increase to \$2 premium</li> <li>Floating premium outside resource team is \$1.50</li> </ul>	<ul style="list-style-type: none"> <li>No.</li> <li>No.</li> </ul>
<b>Job Opportunities</b>	<ul style="list-style-type: none"> <li>Continue to have paper and electronic access to new job postings</li> </ul>	<ul style="list-style-type: none"> <li>Take away paper postings.</li> </ul>

<b>Department Openings</b>	<ul style="list-style-type: none"> <li>Lateral transfers in the same department/unit should not need an interview unless moving into a higher position</li> </ul>	<ul style="list-style-type: none"> <li>No.</li> </ul>
<b>Disciplines</b>	<ul style="list-style-type: none"> <li>Disciplines that are more than 18 months old will not be considered for purpose of progressive discipline</li> </ul>	<ul style="list-style-type: none"> <li>No.</li> </ul>
<b>Subcontracting</b>	<ul style="list-style-type: none"> <li>No subcontracting</li> </ul>	<ul style="list-style-type: none"> <li>No.</li> </ul>
<b>Low Census</b>	<ul style="list-style-type: none"> <li>No mandatory low census</li> </ul>	<ul style="list-style-type: none"> <li>No.</li> </ul>
<b>Temporary Work Assignment</b>	<ul style="list-style-type: none"> <li>Anyone working in a position in a higher pay grade should not result in a loss in pay</li> </ul>	<ul style="list-style-type: none"> <li>No.</li> </ul>
<b>Rest Between Shifts</b>	<ul style="list-style-type: none"> <li>Anyone asked to pick up a shift and results in a loss in 10 hours rest between the next shifts will be paid time and a half for the subsequent shift.</li> </ul>	<ul style="list-style-type: none"> <li>Close to TA—will return on 1/5 with answers to questions to meet the same understanding.</li> </ul>
<b>Bereavement Leave</b>	<ul style="list-style-type: none"> <li>Granted 5 days off</li> <li>Immediate family including someone with legal responsibility of a person</li> </ul>	<ul style="list-style-type: none"> <li>Granted 40 hours off</li> <li>No.</li> </ul>
<b>Grievance Procedure</b>	<ul style="list-style-type: none"> <li>Include a federal mediation step</li> <li>Keeping our right to filing and advancing grievances</li> </ul>	<ul style="list-style-type: none"> <li>TA</li> <li>Limiting disciplinary grievances. Only terminations would go to arbitration.</li> </ul>

We still have a lot to go through and we will keep updating everyone as we continue through bargaining.



“Rest between shifts is important to us because it recognizes the commitment we are making to our patients and co-workers. If we decide to pick up a shift to help out our department, we receive the rest between shift premium for that next shift under 10 hours rest. I have seen it in other departments where management makes the decision for you to come in later, it should not be up to them because to come in later puts pressure on our co-workers who now have to work short—that is not putting our patients first.” **Eric Defoe, Rad/IR/Cardiac Cath Tech**



“The initial emergency \$100 that was provided for childcare in the beginning of the pandemic was great because it allowed us who have dependents to find childcare after everything was shut down. That has since gone away but we are still in the pandemic, so with Bright Horizons care and with COVID it is hard to allow someone you do not know into your home. It should be our choice how we take care of our families.” **Nic Tejeda, MRI tech**

## COVID-19 Update

Our union held a vaccine town hall meeting on December 16. Our guest speaker, Washington State Department of Health vaccine expert and SEIU 1199NW member Kathy Bay, RN, CENP, shared useful information with us about how the vaccine works, what's in it and who should take it. Kathy answered many questions from members and shared online resources that will help us learn more about the coronavirus vaccine and make informed decisions for ourselves and our families. If you wanted to hear it again or did not get a chance to listen in you can listen to that Town Hall Recording at [1199nwcovidresponse.org](https://1199nwcovidresponse.org).



**SEIU**Healthcare®  
United for Quality Care