

Welcome to **SEIU Healthcare 1199NW**



SEIUHealthcare®
United for Quality Care

Welcome to our union

Who is SEIU Healthcare 1199NW?

We are more than 28,000 registered nurses, licensed practical nurses, pharmacists, technicians, professional employees, therapists, mental health workers, certified nursing assistants, environmental services and nutrition services, social workers, and other healthcare workers in private and public hospitals, clinics, mental health facilities, social services agencies, and homes across Washington. We are united to improve our jobs and the care we give.

We are a union—a democratic, independent organization created by members to advocate for our common interests and those of our patients and communities. We believe that healthcare works best when we have a strong voice in making the decisions that impact ourselves and our patients or clients. We have a seat at the table with management to negotiate for improvements in our jobs and the care we give. We stand together to improve wages, benefits, working conditions, staffing, training and education availability, and the quality of care and services we provide.

Our statewide union, is part of the two million member Service Employees International Union (SEIU), the largest and strongest union of healthcare workers in the nation.



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We're standing together to improve healthcare

"Being in SEIU Healthcare 1199NW means that I can unite with my co-workers, from transporters to PCAs to radiology techs and other nurses, to present our evidence and stories directly to management. We've used our contract and committees to get better staffing."

**Tami O'Marro, RN, Family Care,
Valley Hospital (Spokane)**



United for better jobs and better care

"Being in a union means that when we have a problem, we have solutions. We have somewhere to go if we feel we're understaffed or if we have ideas for making our jobs better. United, we have the strength of our co-workers backing us so that we can make improvements to our workplaces."

**Sheron Ray, CNA,
Swedish-Providence**



Committed to quality care for our patients and clients

Our co-workers chose to unite with SEIU Healthcare 1199NW so that we can make improvements together that we can't make alone. United with our colleagues, we speak with one voice and have the opportunity to sit down with management and work together to find solutions.

Our union contract enables us to set enforceable standards that improve the quality of care in our facilities.

Working together, SEIU Healthcare 1199NW members have won contracts that:

- Ensure regular raises and protect our healthcare and retirement benefits.
- Give us a voice in workload and staffing issues.
- Provide tuition dollars to get degrees and funding for us to take classes to advance our careers.
- Allow us to negotiate with management in the event of restructures or outsourcing.



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Our contract protects our patients

"When we all stand together and make our voices heard, we win for our patients and our jobs. In my department, when a manager isn't respecting us or not listening to us, we come together with our co-workers and take action to hold them accountable. Together, we show that we are more powerful than them."

**Carmencita Smith, Environmental Services,
Swedish-Providence First Hill**



"When we bargain language into our contracts, our patients are foremost in our minds. Our lives are invested in caring for others. Our contracts are our power to ensure that exceptional care is given and maintained for each and every patient every time. The best care by the best skilled healthcare workers with the best equipment, no exceptions. Our contracts guarantee that patients are placed first, not profits."

**Scott Canaday, Angio Tech,
Harborview Medical Center and SEIU Healthcare
1199NW Vice President for the Public Sector**



"Our contract is the best tool we have to make sure that our workplaces are safe and staffed appropriately. We all need to know our contract and get involved as we grow the strength of our union."

**Sharon Silar, RN2,
Eastern State Hospital**



4 ways to stand with your co-workers to improve care

1 Familiarize yourself with our contract.

It spells out our wages and benefits along with our rights and responsibilities. Each of us needs to know the contract and make sure management adheres to it. Our contract is only as strong as we are at enforcing it.

2 Get to know your Delegate.

Delegates are nominated from units or departments to be our representatives both within our statewide union and to management. If management is not following the contract, a Delegate can help resolve the problem.

3 Make your voice heard.

Whether your chapter is bargaining a new contract or advocating for better staffing, our union is always taking action to improve our jobs and the care we give. Talk to your Delegate or Organizer to find out when the next meeting or action is taking place.

4 Vote and take action to hold lawmakers accountable.

More than half of healthcare funding comes from Medicare and Medicaid dollars that rely on lawmakers' support. Our union has a strong voice in Olympia and in Washington, DC. Come with us for a lobby day, call your lawmakers to advocate for our patients on key legislation, and vote for candidates who support quality healthcare.

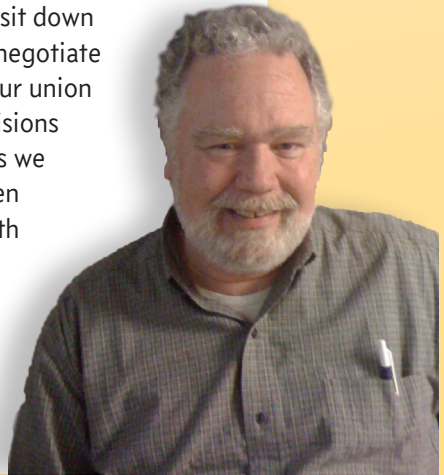


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We're united to make our jobs better

"Because we're united in SEIU Healthcare 1199NW, my coworkers and I are able to sit down with the management of our agency and negotiate benefits and pay that value our work. In our union we also have a voice in the legislative decisions that affect our work, protecting the clients we serve and our profession as a whole. When employees have a voice on the job and with lawmakers, it makes our agencies better places to work and receive care."

John McAlpine,
Volunteer Coordinator,
Catholic Community Services



Our voice for fairness

"Before we voted to form our union with SEIU in 2008, management had all the decision making power over our raises and almost everything else.

Having our union contract has made a big difference—people are so much happier knowing when they will be getting their raises and that they are fair."

Shanna Chafin, ED Tech,
Trios Health



SEIU Healthcare 1199NW

SEIU Healthcare 1199NW was founded in 1983 when a group of nurses at Group Health wanted a stronger voice for quality patient care. We organized our union with 1199-Hospital and Healthcare Employees Union, a union originally founded by pharmacists and drug clerks that grew to lead historic campaigns to improve wages and benefits for hospital employees and nurses. Since its inception, 1199 has stood up for quality patient care and healthcare as a human right.

Members of our union later voted to unite with a nationwide union of healthcare employees by becoming part of SEIU. We're proud of our connection to 1199's legacy of progressive democratic action for social justice and civil rights.

Standing united for better care

"Together in SEIU Healthcare 1199NW, we speak with one strong, united voice for our patients and for our professions. We are the best advocates for our patients' needs."

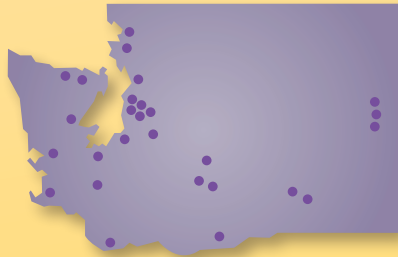
**Linda Arkava, RN,
Swedish-Providence**



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Where do SEIU Healthcare 1199NW members work?

- Behavioral Health Resources
- Catholic Community Services
- Community Healthcare
- Community Health Systems
- Community Psychiatric Clinic
- Compass Health
- Deaconess Medical Center
- Department of Social Health Services
- Department of Health
- Downtown Emergency Service Center
- Evergreen Healthcare
- Group Health Cooperative (Puget Sound and Spokane)
- Good Samaritan Hospital
- Harborview Medical Center & Airlift Northwest
- Highline Medical Center
- Island Hospital
- Kennewick General Hospital
- Klickitat Valley Health
- Lifelong AIDS Alliance
- Lincoln Hospital
- Lourdes Medical Center
- MultiCare Auburn Regional Medical Center
- Navos
- Newport Hospital & Health Services
- Northwest Hospital
- Olympic Medical Center
- Prosser Memorial Hospital
- Providence Centralia
- Providence St. Peter Hospital
- Providence St. Joseph Hospital
- Providence SoundHomeCare and Hospice
- Regional Hospital
- Skagit Valley Hospital
- Swedish Medical Center
- CHI Franciscan St. Joseph Hospital
- CHI Franciscan St. Clare Hospital
- CHI Franciscan St. Elizabeth Hospital
- Toppenish Community Hospital
- Valley General Hospital
- Valley Hospital (Spokane)
- Valley Medical Center
- Whatcom Counseling and Psychiatric Clinic
- Yakima Regional Medical Center
- Yakima Health District
- Yakima Valley Memorial Hospital



Our voice for respect

“United, we need to continue to build our strength so that management respects all of us and the important work we do.”

**Juliet Bell, Care Assistant,
Family Birthing Unit,
St. Joseph Medical Center**

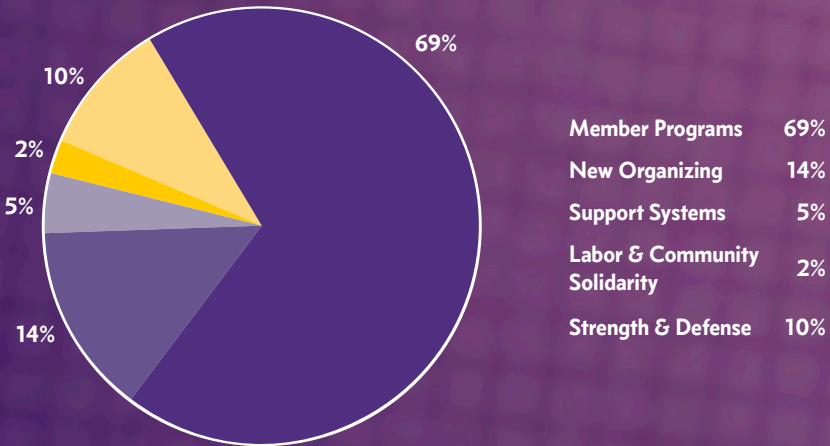


Pooling our resources – dues

Our dues are our organization's resources—they pay for bargaining, enforcing our contract, and advocating for our patients and ourselves. Dues are 1.8% of our gross monthly pay or \$18 for every \$1000 you make.

For newly hired employees, there is a one-time \$30 initiation fee. Dues cannot be increased unless a majority of members' votes to approve a change.

How Dues are Spent



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Working in partnership with our employers to improve care

"Our contract agreement sets up new ways for us to work with management to improve patient care and our careers. It makes a significant difference in our ability to deliver the kind of quality care our patients deserve every day."

**Cecilia Venzon, RN,
Group Health Cooperative**



Get Connected!



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