



Extending Our Contract Negotiations

Our Delegate and Leadership Team is Recommending a **YES** Vote

We know the last year has been challenging for frontline caregivers like us, and while the vaccination campaign represents a light at the end of the tunnel, we are still very much in the middle of this global pandemic. It is because of this and the challenges the pandemic creates around safe and meaningful contract negotiations that hospital administration at PeaceHealth has offered a contract extension to our delegate and union leadership team for consideration. **After discussion, the team is recommending a YES vote.**

We will be voting by Zoom on Tuesday, May 18 at:

7 - 7:30am | 7:30 - 8am | 2 - 2:30pm
3:30 - 4pm | 6:30 - 7pm | 7:30 - 8pm

You can get the Zoom link to attend a vote meeting at:

1199nw.org/peacehealth2021

You can also vote at any time in person in your department or unit with a delegate. Delegates will have paper ballots and will be prepared to walk you through why we are recommending a YES vote.

“Extending contract negotiations to next year is the logical choice for us as we are still in the middle of the pandemic. We know our conversations with Administration at the negotiating table are much more productive when we can be in person.”
-Christine Heinrichs, PTA

or scan this QR code with your phone camera!

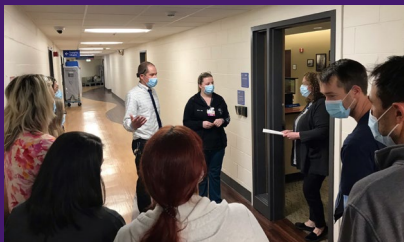


United for Stability on 4S

We know that when we unite as a care delivery team, we have the power to win. Caregivers on 4S have been taking action to win stability around scheduling and floating since a portion of 4S beds became ICU beds as a response to the pandemic. When upper management’s response did not fully address our concerns, a group of us — nurses and CNAs — went directly to administration to demand a meeting with CEO Chuck Prosper.

Recently 4South has been struggling with issues surrounding staffing, scheduling, morale, and a request for CNA float pay because of how frequently we are floating.

“After bringing these issues to management, HR and the DNS, some of the issues were resolved or are in the process of being resolved, but some issues were not able to be adequately resolved at that level. We have escalated the unresolved issues to Chuck Prosper, CEO. We are awaiting his reply with a time we can meet to discuss possible solutions to these issues. Shout out to all for participating and being part of the solution!”
-Hollie Harris, 4 South CNA



KNOW YOUR RIGHTS.

Under the Supreme Court’s Weingarten decision, when an investigatory interview occurs, these rules apply:
The employee may request union representation before or during the interview. After the request, the employer must choose from among three options:

1. Grant the request and delay questioning until the union representative arrives;
2. Deny the request and end the interview immediately; or
3. Give the employee a choice of:
(a) having the interview without representation or
(b) ending the interview.



Weingarten Rights

Union representation during investigatory interviews
(If called to a meeting with management, read the following to management or present the card before the meeting starts.)

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or delegate be present at this meeting. Without representation present, I choose not to participate in this discussion.



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1-800-422-8934

If the employer denies the request for union representation and questions the employee, it commits an unfair labor practice and the employee may refuse to answer.

