

We Are Uniting to Protect Our Future and Win a Contract That Respects Our Experience

Our bargaining committee is moving forward in unity at the negotiation table, and we are determined to win a great contract that values our sacrifice and respects our experience. Last week, we presented our proposals for a healthcare plan, our NEO, holidays and vacation, and our past credit experience to management. However, it was crystal clear that management is not still receptive to accepting our social worker department as part of our collective team at SEIU. That is why we will be doing a sticker up action this week. We will stand up for one another and show management the strength of our unity!



“It is important that our UFCW21 coworkers are included as part of SEIU Healthcare 1199NW because we are working as a team and facing the same challenges. Discharge planners, social workers, SUDPs and therapists face challenges in our roles providing counseling, group therapy, social and support services to patients with severe psychiatric illness — many times, it entails dealing with violent, erratic behavior, name calling, emotional and physical abuse, while we attempt to provide structure, teach life skills and activities, develop coping and leisure skills, connecting with community resources and safe

discharges. Whether meeting with patients 1:1 or in a group setting, WE are also on the ‘frontline’ redirecting, managing patient behavior and responding to ‘Emergency Codes’ alongside nursing staff, rolling up our sleeves, ‘gloved up’ ready to support.” **-Patrice Bishop, Therapist**



Quality Healthcare for Healthcare Workers

Our base healthcare plan, which should be the most accessible, is a high deductible plan (the deductible is \$1,600 for individual; \$3,200 for family). That means that we are responsible for paying up to \$1,600 a year or \$3,200 BEFORE our health insurance plan kicks in. And that is not including the monthly premiums that come out of our pay checks. That is unacceptable!

- Research has shown that High Deductible Health Plans discourage workers from getting the care they need – it forces families to make difficult choices to NOT get medically important services which over time can lead to worse health outcomes.
- High deductibles are especially harmful to our lower-wage workers, younger workers, and workers without savings to cover deductibles.
- High deductibles also hurt those of us managing chronic diseases and those of us supporting children.

We deserve better! So, we gave management a proposal to fix our healthcare:

Healthcare Plan Details	Current Cascade Blue Cross Blue Shield Base Plan	Union Proposal
Premium	\$119.88 – \$453.94	\$0 – 10% for family care
Deductible	Individual \$1,600, Family \$3,200	\$300 individual, \$600 family
Out-of-Pocket Max	\$6,000 for Individual, \$12,000 for family	Will not exceed \$700 Individual, \$1,400 family
Coinsurance	20% (Ex. Inpatient hospitalizations: member responsible for 20% of cost even after deductible met)	NO COINSURANCE
Copays	\$25 for primary office visit, \$50 for specialty	\$15 copay regular office visit, \$30 specialty office visit
Chronic care management program	Does not have one	Enrolled members will receive free durable medical equipment, prescriptions, and care for managing illnesses like chronic lung disease, coronary artery disease (CAD)/hypertension/congestive heart failure (CHF), clinical depression, diabetes, etc.
Emergency Room visit	Member responsible for 20% of cost (after deductible is met)	Copay of \$75 that is waived if admitted to the hospital



“The medical is so expensive. I have hypertension – I must pay so much for medicine and when I had surgery, I had to pay \$3,000. That is why we are fighting for our medical benefits to be better and compare to other hospitals – it will be better for our families.” **Hawah Aminzason, CNA**

“Working in a high stress environment, we should be able to have options in caring for ourselves that do not include more stress. Meaning, that we should not have to face the dilemma of paying for living costs or paying for a doctor’s visit. In short, we as employees should not have to be concerned with the affordability of our healthcare on top of other expenses. Especially because we work in healthcare. If nothing else, our facility should understand the importance of a well-rounded healthcare plan and what that entails. In our opinion, Cascade has a responsibility to provide healthcare benefits to employees that are affordable. It is also important to note that high deductible plans do affect retention and sustainability, are they are usually one of the main topics discussed in the hiring process.” **Shaela Pierce, Social Worker**



We also brought proposals to improve holiday and vacation time, new employee orientation, and credit for past experience.



“I worked for highline for 24 years and they didn’t count my experience – why wouldn’t my experience from this institution not count? At one point I went to other hospital and when I came back, I made lower than when I left CBH. They should treat people fairly. It is not just me. This has happened to a lot more my co-workers than at this table. Management is showing making us not feel respected by these actions.” **Mulu Felatie, Housekeeping**

Safety Matters are Urgent Matters



When we say our safety matters, we know it must begin with proper infrastructure. After an incident over the weekend that left a broken exit door, it’s clear that management must do better to ensure the safety of all of us at Cascade — from our patients to frontline staff. We call on them to treat this incident with urgency, and most importantly, to listen to our voices at the bargaining table and adopt our proposed safety plan so we can be better prepared to handle situations like these in the future. When it comes to workplace safety, frontline caregivers know best.

The safety of our frontline staff and patients matters!

NEXT STEPS

We need to make sure that we send a strong message to management ahead of our next bargaining date on June 30. Come prepared to join our sticker up on **Tuesday, June 22!**

We are stronger together, and we need to make sure that management sees all of us a collective by welcoming UFCW21 into SEIU Healthcare 1199NW!