

## Our Bargaining Team is Recommending a “YES” Vote on Our New Contract!

On August 30, our bargaining team met with EvergreenHealth Monroe management to negotiate a 12-month extension of our contract. We are excited to announce that we have reached a tentative agreement for our new contract! Join us on September 8, 9 or 10 to hear the details of our victories at the bargaining table and vote to ratify our new agreement.

### Join a Ratification Vote Meeting

Now that we’ve reached a tentative agreement on our contract extension, it is crucial for us and our coworkers to attend a contract ratification presentation to hear the details of our extension and to vote “yes” to ratify our agreement!

You can attend a contract ratification vote in person or virtually.

Wednesday, Sept 8	Thursday, Sept 9	Friday, Sept 10
Goddard Room	Godard Room	Virtual Vote On Zoom
10:30am	6:00am	10:00am
11:00am	6:30am	10:30am
11:30am	7:00am	11:00am
12:00pm	7:30am	11:30am
12:30pm	8:00am	12:00pm
1:00pm	8:30am	12:30pm
1:30pm	9:00am	1:00pm
2:00pm	9:30am	1:30pm
2:30pm	11:30am	2:00pm
6:30pm	12:00pm	
7:00pm	12:30pm	
7:30pm	1:00pm	



To register for a vote time:

- Call or text our organizer Mike at **425-306-3187**
- Or sign up for a time to vote online at:  
<https://1199nw.org/3jHQul4>



“Our contract extension agreement provides us and our coworkers with the largest pay raises we’ve ever seen at Monroe! Not only were we able to make significant wins in pay increases, but we were also able to protect our contract from any takeaways and cuts — at a time when the hospital’s finances have suffered from COVID, this is a huge victory. That’s why I’m urging all of us to vote ‘Yes’ to ratify this 12-month contract extension.” **Heather Beirele, RN, Surgery**

“Throughout the pandemic, we continually told hospital management that our low pay was a key reason why the hospital has struggled to bring in new staff or hold on to dedicated, talented employees who’ve worked here for years. In this bargaining session, management heard us and offered significant raises to all SEIU members at Monroe. As a bargaining team member, I’m recommending a ‘Yes’ vote for the well-deserved and significant pay raises in our extension agreement.”

**Nichole Rhoads, RN, Surgery**





“During our extension negotiations, our bargaining team wanted to make sure we gave everyone the recognition they deserved. Our objective was to remind our coworkers that we ALL play our part in the function of this hospital. No job is of lesser importance to ourselves, our coworkers, and our community. We hope that these raises are merely just the start to providing our coworkers the value and recognition they truly deserve. So I strongly encourage everyone to vote “yes” on our contract extension.” **Roshana Revenig, EVS Aide, EVS**

### The Vaccine Mandate

**Because we have a union, we have a voice in how the vaccine mandate impacts us.**

On August 9, the state of Washington made it mandatory for all healthcare workers to become fully vaccinated against COVID-19. As healthcare workers, we agree that the COVID vaccines are safe, effective, and the best way to protect ourselves and our families from COVID-19. But as members of a union, we know that we have the right to bargain any changes to our jobs. We have set a day on September 9th to bargain the impacts of the vaccine mandate with administration and will use the following values to guide us in those conversations.



### Our Values as a Union

- Every worker deserves a safe workplace.
- As union members, we have the right to bargain this change in working conditions.
- We trust science and understand that the vaccine is an important component to getting the pandemic under control.
- We will not tolerate discrimination of any kind. Vaccine information and access must be made available in workers’ preferred languages. No worker will be made to wear a sticker or button that shows vaccination status.
- While vaccines are incredibly effective, they do not replace adequate and safe PPE and safe ventilation in our workplaces.
- Getting the vaccine must be as accessible as possible, including offering them on work time and paid time off for side effects.
- Employers must maintain safe staffing levels by doing everything in their power to staff to patient census while minimizing use of mandatory overtime: offering overtime, incentive shifts, referral and hiring bonuses, and utilizing travelers and agency workers.

### Important dates to be fully vaccinated by October 18

Vaccine	Series dose requirement	First dose no later than	Second dose
Pfizer	2 doses, 21 days apart	09/13/21	10/04/21
Moderna	2 doses, 28 days apart	09/06/21	10/04/21
Janssen/J&J	Single dose	10/04/21	N/A

### Strength Through Unity: Are You a Member of Our Union?

As working people, we know that we have strength when we stick together and use our collective voice to improve our pay, benefits and working conditions. We recognize the importance of preserving and building on our union’s strength to ensure that we continue to have the leverage necessary to bargain strong contracts! The most effective way to build our power is to make sure that all of us are members of our union at Monroe.

**It’s simple: The more of us that are standing together with one strong, united voice, the more powerful we’ll be at the bargaining table.**

If you haven’t become a member of our union yet,  
use this link to sign up: [joinseiu1199nw.org](https://joinseiu1199nw.org)