

We Overwhelmingly Ratified Our New 12-Month Contract!

At the end of last week, we and our coworkers joined ratification presentations to hear the details of our new contract and vote to ratify. With all of our votes counted, we have unanimously ratified our 12-month contract extension!



Wages That Will Recruit and Retain

- ☺ This contract extension saw some of the highest increases in our bargaining history and within our whole union.
- ☺ 2.25% across-the-board increase for everyone.
- ☺ Additional market adjustment increases for **all** SEIU represented jobs.
- ☺ These raises range from 3% to 8%.

No Cuts or Takeaways from Our Contract

- ☺ Management will not balance their COVID losses on our backs – no cuts to benefits or standards in our contract.

Commitment To Enter Full Negotiations in 2022

- ☺ Next bargaining cycle, we will bargain our full contract with management.
- ☺ Our next contract negotiations will start in June 2022.

“Our new contract will provide us with the largest one-time wage increases that we’ve seen in our bargaining history at Monroe. As a member of our bargaining team, I’m excited to see that we and our coworkers have voted overwhelmingly to approve this agreement!” **Heather Beirele, RN, Surgery Dept.**

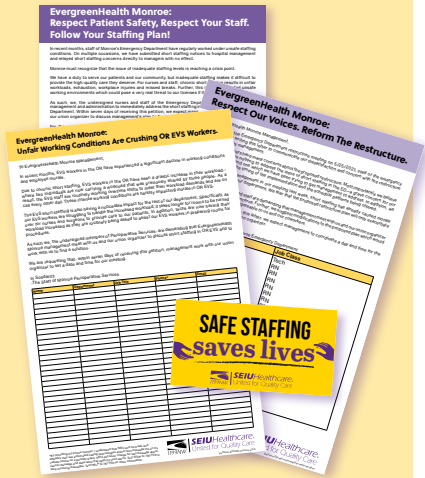


Breakdown of Market Adjustments and Wages

Job Class	Market Adjustment	Across-The Board-Increase	Total Raise
Health Unit Coord.	4%	2.25%	6.25%
Health Unit Coord – Lead	4%	2.25%	6.25%
Health Unit Coord – Outpatient	4%	2.25%	6.25%
Decontam and Sterile Tech	8%	2.25%	10.25%
Decontam and Sterile Tech Cert	8%	2.25%	10.25%
Decontam and Sterile Tech Cert Lead	8%	2.25%	10.25%
ED/CCU Tech/Health Unit Coord (HUC)	5%	2.25%	7.25%
HUC/NAC	5%	2.25%	7.25%
NAC	4%	2.25%	6.25%
Laboratory Asst	5%	2.25%	7.25%
LPN	7%	2.25%	9.25%
RN	7%	2.25%	9.25%
RN Shift Coordinator	7%	2.25%	9.25%
All other bargaining unit employees	3%	2.25%	5.25%

- ☺ Tentatively – Pay increases will take effect September 26
- ☺ Should show up on paycheck for pay period of October 15

Our Solidarity Led Us to Victory
Because we have a union, we are able to bargain with EvergreenHealth management for better working conditions and to advocate for better patient care.



- ↪ A year of consistent direct actions helped pave the way to our victory.
- ↪ Hospital wide sticker ups over short staffing.
- ↪ Mass DOH complaints over short staffing.
- ↪ Multiple petitions on staffing, mistreatment from management, contract violations.
- ↪ Multiple marches on the Board of Commissioners.
- ↪ Direct action is a powerful tool, we must keep using it!
- ↪ We must continue to organize to address workplace issues.
- ↪ Organizing now is a great way for us build membership engagement and bargaining leverage for 2022.

NEXT STEPS

Continue to Organize and Grow Our Strength!

Growing Our Union at Monroe

- Encourage our coworkers to join our union
- Recruit more union delegates
- Take actions to enforce our contract
- Recruit members to Joint Labor Management Committee
- Strengthen our Staffing Committee



Growing Power in Our Community

Our union is working with a statewide coalition of healthcare worker unions to pass a safe staffing law in the 2022 legislative session! It is crucial for us and our coworkers to take part in this effort to pressure state lawmakers to pass a safe staffing law for us, our patients, and our communities.

If you're ready to help us tackle to staffing crisis in our state, contact our union organizer or one of our union delegates to find out how you can be involved!

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



"The wage increases that we've won in our new contract will go a long way in helping our coworkers feel respected and valued by management. But it's important for all of us to understand that our new agreement was a result of our solidarity. All of the actions we took over the last year played a huge part in helping us achieve this victory. Now, as we move forward, we must remember: When we fight as a union, we win!" Roshana Revenig, Delegate, EVS Aide, EVS



scan this QR code with your phone camera to become a member!

