



RESPECT US! RETAIN US! PAY US!

RETENTION BONUS NOW!

The staffing crisis in healthcare is nothing new. Even before the pandemic, healthcare workers have routinely experienced the worst of short staffing every day that we clock in to work. But over the last year and a half, the COVID-19 pandemic has pushed the short staffing crisis to a breaking point. Across the state of Washington, hospitals, clinics and agencies are offering unprecedented sign-on bonuses and wage increases to attract and retain staff during this difficult time.

During negotiations over the implementation of the vaccine mandate, our coworkers on the bargaining team have proposed retention bonuses for all SEIU-represented staff at EvergreenHealth Kirkland — but management has refused this proposal each time it was put on the table.

It's time for EvergreenHealth Kirkland to show the same respect and appreciation that other healthcare employers and agencies are showing their healthcare workers. We and our coworkers deserve a retention bonus for our hard work during the pandemic and to help retain staff to ensure quality patient care!



"We've all had to endure more than ever as healthcare workers over the past year and half. We've been called heroes and thanked for our sacrifice but still haven't gotten anything in return for all of it. Every other hospital has given their employees either retention bonuses or pandemic pay and Evergreen is ok with giving us nothing. We've all been underpaid and underappreciated before so now is the time we demand the respect we deserve."

– **Noah Negron, CNA**

**SIGN OUR RETENTION
BONUS PETITION TO TELL
EVERGREENHEALTH MANAGEMENT
WE NEED THIS NOW**



<https://1199nw.org/3nbNpdG>

EVS WORKERS UNITED FOR CHANGE

On October 14, dozens of workers from the EVS Department forced management to meet directly with members of their department and our union organizers about concerns with their working conditions. Many aides in the EVS department have expressed experienced unfair workloads, a lack of adequate work equipment, poor training, non-compliance with our contract and favoritism from management — all of which has resulted in a lack of staff retention in the department. During this meeting, EVS workers directly confronted management with their concerns and demanded accountability from EvergreenHealth Kirkland.

Although this meeting is the first step in fixing the issues in EVS and holding hospital management accountable, this shows us the power that workers have when we stick together and use our collective power; As individuals, we have little power to force management to fix problems in our department, or even discuss our issues with us. But as a group, we have the leverage to move management to take us and our coworkers' concerns seriously.

The courageous efforts of the EVS workers are an important reminder for us all: There is power in a union.



"We are strong and united to keep the momentum going and we won't give up. We are the change!"

Barbara Murray,
EVS Aide

Speaking Up About Safe Staffing

We're working to raise awareness about the staffing crisis and what healthcare workers need, but legislators, the media, and our communities need to hear from us.

If you have a story about short staffing in your workplace, please scan the scan to share it with us.



<https://1199nw.org/3C6wS0F>