



WASHINGTON STATE: WE NEED A NEW SAFE STAFFING LAW

It's no surprise to any healthcare worker in Washington: Our state is in dire need of a new safe staffing law. At hospitals all across our state and at Evergreen, we are routinely overburdened with high patient loads that make our jobs even more difficult than they already are. Not only do high patient loads cause burnout and turnover that exacerbates the existing short staffing crisis, but the unfair working conditions also directly impact the quality of care that patients are able to receive from those of us who work tirelessly to provide excellent patient care.

That's why our union has joined a coalition with the Washington State Nurses Association and UFCW 21 to advocate for a new safe staffing law for the state of Washington.

On December 13 at 6pm, we will be hosting a telephone town hall for us and our coworkers to join and hear the details of the new safe staffing campaign and our plan to get a law passed in Spring 2022!

To join the tele town hall, look out for a call at 6pm on Monday, December 13. See your email or text messages for call details, or speak with your organizer to learn more.



"Anyone who has worked in healthcare knows that safe staffing levels are crucial for ensuring quality patient care and a fair workload for workers. As healthcare workers in the state of Washington, we all know that our current staffing laws are not adequate for workers or patients. That's why our union, SEIU Healthcare 1199NW, has teamed up with WSNA and UFCW to pass a new safe staffing law in Spring 2022 that will ensure fair, safe staffing levels for all healthcare workers in Washington. I strongly encourage all of our coworkers to join our unions town hall to hear more about our plan to win a better staffing law in 2022!"

Noah Negron, CNA, Emergency Department

Delegate Leadership Assembly: January 2022

On January 28, our union will be hosting the annual Delegate Leadership Assembly! Our delegate leadership assembly is a place for members and leaders from across all the chapters of our union to come together, to meet and network with one another, to discuss the successes and victories they've experienced throughout the last year and vote on our plan to build our strength and win new standards in 2022.

The 2022 Delegate Leadership Assembly will take place on January 28 from 8:30am – 5:00pm. The event will be hosted online. Speak to your organizer if you are interested in attending.

We stayed strong and got appreciation bonuses!

Last week management gave notice that all SEIU-represented employees will be getting an appreciation bonus from Evergreen Health. Bonuses will be \$1,000 and paid on December 17, 2021. These bonuses will be paid to all of us in both our Service and Social Worker/Chaplain units and will be prorated to our FTE. These bonuses show that it is through our strength and by standing together that we put pressure on management to do the right thing.

Did you know?

If you are a Per Diem Employee under the SEIU service contract, you should be getting paid 10% more in Lieu of benefits (15% for the Social Worker/Chaplain contract)?

Because we stood strong in our last negotiation cycle, we were able to extend the pilot program for the per diem 10% premium. Let's stay strong and fight to get it permanently in our upcoming bargaining. If you have any questions, feel free to reach out to your organizer!

Need to contact an organizer?

Do you need to speak to our organizers about the safe staffing law town hall or the Delegate Leadership Assembly? Or do you have a question about our contract?

You can contact either of our organizers at the numbers provided below.

Darlene Johansen
Darlenej@seiu1199nw.org

Mike Horne
Mikeh@seiu1199nw.org

Is the Grinch trying to divide us? Sleigh it isn't so! It's snow secret that we're united for a strong union at Evergreen.

'Tis the season to stay #UnionStrong! Extremist groups like the Freedom Foundation want to weaken the power of our union and prevent us from being able to make improvements to our wages and benefits — they'll do that by sending us mail and emails full of misinformation, knocking on our doors, or finding us outside of work dressed like Santa to tell us we can "give ourselves a holiday raise" by dropping our union dues.

But what they don't tell us is that if we or our co-workers leave our union then we'll be weak. It takes all of us, working together and paying our dues, to have the resources to be strong and to ensure we have the power to move management to listen to our concerns.

Don't be fooled if you hear from the Freedom Foundation or its deceptive "Opt Out Today" front this holiday season. We're stronger together and weaker alone, that's why we're united to keep our union!

Has fake Santa been spamming your inbox? Don't be fooled!

If you get an email from some telling you to drop your union dues, request that IT mark them as spam.



"With the Freedom Foundation attacking our union, it's important for us to reflect on why our union is so important. During the pandemic, we won pay increases and access to better rights and protections. As the pandemic recedes and patient volumes increase, EvergreenHealth will once again thrive financially and our next contract will need to reflect that. Now more than ever it's vital that we work together to build a strong union and achieve what would be impossible to accomplish alone: fair wages, benefits and working conditions for all of us. That's why it's crucial for us to remain active members of our union. Because it's our participation and support for one another that will help us to achieve our goals."

Brad Stout, ED Social Worker, Union Member Care Management