

# Making Our Voices Heard for Our First Contract

## Surveys and Membership Cards due February 4th

Our contract needs to work for all of us at Swedish. That's why the crucial first step toward getting a strong first contract is for Buyers, Dietitians and Pharmacists to participate by electing our bargaining team and filling out our bargaining surveys and membership cards.

Many of us have already signed membership cards to show we're standing together in support of our bargaining priorities and our team. Our unity is what will determine our strength to win a great contract.

At the same time, we're turning in our surveys. Our bargaining team will be using the bargaining surveys to:

- Create proposals for what we all want in our first contract.
- Determine what issues and areas are the top priorities for all of us.

If you have not received a survey or membership card, text Tori @ 425-919-8895 to receive one.



## Cherry Hill Pharmacy Over 90%

“My coworkers and I at Cherry Hill are excited to get to the bargaining table! We have completed our bargaining surveys and membership cards – Join Us!”

- **Tricia Cheung, Cherry Hill Rx**

## First Hill Drop In!

- Questions?
- Picking up or dropping off membership cards or surveys?
- Bargaining Team and CAT nomination forms?

Location: SOI first floor conference room.

Dates : Wednesday, February 2<sup>nd</sup> and Thursday, February 3<sup>rd</sup>

Time : 12-1pm

Other campuses, or for alternative times should contact Tori @ 425-919-8895

# Choosing Our Team

Along with filling out our surveys and membership cards, we're nominating our respected and trusted co-workers to represent our work areas on our bargaining team.

## Bargaining Team & Contract Action Team (CAT) Description & Responsibilities

- **The Bargaining Team** is made up of members who commit to representing and leading their co-workers in a fair, responsible manner by attending Bargaining Team meetings, negotiating sessions and leading workplace actions.
- **Contract Action Team (CAT)** is the link between the Bargaining Team and their co-workers, whose responsibilities include generating support, communicating ideas and goals, and leading actions in the workplace around bargaining issues.

In order to be on our bargaining team, any nominee must have a majority of their unit sign a nomination petition.

## Q&A: Union Rights ?



### Q: What are our rights as union members?

A: We have the right to talk about the union anywhere we can speak about non-work related subjects (like the Superbowl or the weather). We have the right to participate in any union actions: wearing stickers, signing petitions. And we always have the right to sign union membership cards, attend union votes, join union bargaining teams and fully participate in our union. Management should not retaliate against us any way for signing a union membership card or engaging in any other protected activity. Over 8000 of our colleagues at every campus fully participate in union activities that are respected and recognized as their right by Swedish management.

### Q: How much are dues? Am I required to become a union member?

A: Dues are 1.8%, with a cap of \$90/month. We do not pay dues until our contract is completed and ratified. Our union at Swedish is Union Shop that means everyone who is covered and benefits from the contract pays either union dues or a representational fee, or for verified religious exceptions alternative deductions are made. The vast majority of our coworkers are full union members!

### Q: Should I wait and see or become a member now?

A: One of the easiest ways to signal our strength in bargaining is by having a strong membership. If we go to the table with 20% pharmacists as members, management does not take our demands as seriously. Now if we go with 80%, management sees all of us are ready to say 'yes I will stand with my union to get the best improvements we know we deserve.'

### Q: What do I do if I'm asked to meet with management or HR?

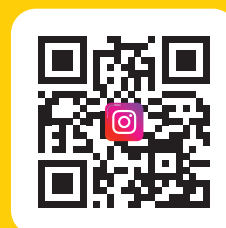
A: Now that we have voted to join SEIU Healthcare 1199NW we have what are called Weingarten rights. That means if a meeting with management is investigatory or disciplinary we have a right to a witness. If you are asked to attend ask if this meeting could lead to discipline, and if yes, let them know you will be utilizing your Weingarten rights. You can bring any colleague or co-worker, you trust to be a witness, a union delegate or organizer. Our contract will include additional protections like the principal of just cause and third party arbitration for grievances

## Follow on Social Media!

Join our union social media pages to follow along and learn more about our new union and the efforts of over 30,000 healthcare workers to raise standards across Washington and Montana!



@SEIUHealthcare1199NW



@seiuhealthcare1199nw



@SEIU1199NW