

We Stand for Market Wages and Affordable Healthcare Benefits

Our plan for Island is to create jobs that have market level wages and to help parents who work at the hospital to stay in their community by providing much lower cost healthcare for their children. With better wages and family healthcare we know we can improve staffing, but quality staffing isn't only about numbers — it's about making sure frontline staff have a voice in training and work assignments. Our proposal strengthens our voice and would give us a new staffing committee to address short staffing issues in patient care and environmental services.

We also put forward a plan to have a short bargaining with realistic proposals and putting all our proposals on the table at once. We want it to be different from the last time we bargained, and management said they also wanted it to be different; but when they had an opportunity to put their best foot forward and shorten bargaining — to do something different than what they've done in the past — they didn't take it.

Management showed up with proposals that would make it too risky to try to move into higher-paying jobs. Currently, if you move into a new position and it's not working out, you get your previous job back — management's vision is to release you from employment without being able to file a grievance.

Right now, management has language in the contract that allows them to improve wages based on the market, which they haven't done as many of us are behind the market for our jobs. The contract lets management think about our wages and have a plan for keeping us competitive, and when they had the opportunity to show up with a wage proposal to show us their vision of keeping great staff, they showed up with nothing on wages, no thoughts, no proposal, no raises.

Join us in telling management that this new world we live in needs a new Island, not just business as usual.

Issue:	Our vision:	Management's vision:
Raises this year	At least 6% for everyone	??? No proposal, no response
Raises next year	At least 4% for everyone	??? No proposal, no response
Raises in 2024	At least 4% for everyone	??? No proposal, no response
Market Adjustments	Catch up this year to area hospitals	??? No proposal, no response
Child health insurance	Cover 75% of the cost for kids	??? No proposal, no response
Employment security	Keep our contract as it is	Takeaway, make us less secure if we transfer
Staffing improvements	Limit the number of patients for CNAs	No.
EVS Staffing Committee	A voice in staffing for EVS staff	Maybe they will talk about this
Career advancement	Join the training fund	Rewrite the program that doesn't work
		No guaranteed wage improvements when advancing



“Administration’s slow approach to bargaining and giving us an incomplete partial proposal saying they wouldn’t have the financial proposals for a while shows a lack of respect and support to the hard-working staff that needs real wages increases that keep up with current inflation and financial needs.” – **Kim Deans, ACU CNA**

“Administration came back with plenty of “NOs” to our initial proposals, with little to no reasoning. One of their proposals was to implement a new probationary period for any staff moving job classifications. This is something that threatens job security as it places an employee in the same situation as a new hire and compromises their benefits.” – **Pricila Martinez, OR**



Standing Together

With Island refusing to bring a wage proposal to the table, we know it is as important as ever to stand together.

Are you a member of our union at Island? One way to make sure Island Hospital remains a great place to work and to keep our union strong is by joining your coworkers and becoming a member. You can join SEIU Healthcare 1199NW by filling out an electronic card! joinseiu1199nw.org



scan this QR code with your phone camera to fill out a membership card!



“Administration has told us they are not ready to talk about wages that we deserve, but we are ready! We need to put our voices together in unity. All for one, one for all.”
– Kiersten White, EVS

URGENT ACTION:



We're Calling on Legislators to Support Safe Staffing NOW

Legislators are hearing from hospital executives. They MUST hear from us.

We, as members of SEIU Healthcare 1199NW and frontline healthcare workers, are fighting for a revolutionary bill for safe staffing – House Bill 1868. This bill would:

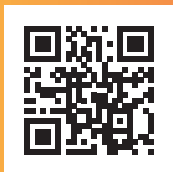
- ★ Enact **safe staffing standards** that protect healthcare workers like us from dangerously high patient loads.
- ★ **Empower existing Hospital Staffing Committees** so workers can make the best decisions regarding appropriate staffing for our hospitals – whether it's an acute care facility in a metropolitan area serving tens of thousands of patients, or a small rural hospital in the heart of Washington.
- ★ **Create adequate enforcement** of safe staffing standards to ensure hospital executives follow the law.
- ★ **Close the loopholes in existing overtime and meal and rest break laws** to ensure we are getting our legally required break time, and to end the abuse of mandatory overtime.
- ★ **And invest in workforce development** to increase the number of healthcare workers entering the field. This is an important part of addressing the healthcare staffing shortage, but only when paired with safe staffing standards. We cannot recruit and retain healthcare workers when dangerous patient loads and burnout are the norm in our hospitals.

Right now, hospital executives across Washington state are ramping up their fight against our safe staffing bill. They're reaching out to our state representatives and telling them that safe staffing standards would – somehow – jeopardize care. They're saying that HB 1868 is a one-size-fits all solution, but we know that what they mean is that staffing standards would get in the way of their ability to stretch us thin and constantly understaff our units. They're saying now is “not the time” for safe staffing standards. But if not now, when?

It is critical that we, as frontline healthcare workers, take collective action NOW.

How to take action to support HB 1868

Send a message to your legislators using our digital contact tool



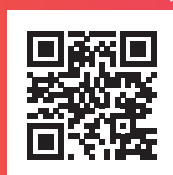
<https://p2a.co/rvPLmyO>

Tip: Enter your home address and the tool will automatically identify the legislators in your district.

Sign in PRO for an upcoming Senate hearing

Monday, February 21
Senate Labor Committee

- ★ Sign in PRO
- ★ Under organization, enter your job title



<https://1199nw.org/3v2HaOT>

Talk to your coworkers in your unit and urge them to support our actions to help get HB 1868 past the finish line!

Beware of managers attempting to spread misinformation about our safe staffing standards proposal.

What they say vs. reality