

Our Unity Moved Management

We stayed strong last time we bargained, and by staying unified with majority votes we have moved management. In the past, management has shown up with unacceptable wage proposals, 1% or a 0.5%, but after showing them that we are ready to stand up for each other, they came to the table with a more realistic initial wage proposal. While we still have work to do, their respect for us as a union will hopefully make this a much shorter bargaining session than in the past.

Additionally, management came to the table with a really bad idea to change members who transfer or try to move up the career ladder to probationary employees without any employment security. Their proposal received a hard **NO** from us, and after only one session they backed off. By sticking together, we can get a contract that helps us recruit and retain great staff at Island.

We still have work to do

We know from our bargaining surveys and proposal votes that dependent medical care and staffing are important issues to us all, and we need to keep pushing administration to do the right thing. Administration needs to recognize the skill and pride we all bring to our jobs, and they can recognize that work by providing preceptor pay as well as raising certification pay. We are the experts in our roles and its time Island Administration recognized that.

“We were presented a really impressive wage proposal compared to past bargaining, but they can do better, and they know this. Let’s keep up the great work.” - **Carrie Shelton, SPD**



“Management needs to understand the roles people play in their departments and what our jobs entail. To understand where employees are coming from, they need to understand how departments operate.” - **Lisa Jones, Lab**



Issue:	Our vision:	Management’s vision:
Raises this year	At least 6% for everyone	At least 3% for everyone
Minimum of \$15 per year	Yes, this year	Yes, this year
Raises next year	At least 4% for everyone	At least 1.25% for everyone
Raises in 2024	At least 4% for everyone	At least 1.25% for everyone
Market Adjustments	Catch up this year to area hospitals	Yes for many important jobs
Child health insurance	Cover 75% of the cost for kids	No
Employment security	Keep our contract as it is	Withdrawn, still not great
Staffing improvements	Limit the number of patients for CNAs	No.
EVS Staffing Committee	A voice in staffing for EVS staff	No response
Career advancement	Join the training fund	Rewrite the program that doesn’t work

Stand with us!

As we make progress at the bargaining table, it is so important that we stand together and show administration we are united together in reaching a fair contract!

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!

"In order to show unity in the hospital it is vital that we stand together by all being members of the union! If you have questions or reservations about joining, talk to your bargaining team members and let us help answer them!"
– Pricila Martinez, OR



Mary Kay Henry
@MaryKayHenry



Russia's unprovoked, premeditated invasion of Ukraine is a reprehensible violation of an independent democracy. And we all know it's working people—in Ukraine, in Russia and across Eastern Europe—who will suffer the direct harm of this unjustified, violent power grab.

"We stand in solidarity with our Eastern European members, their families and communities here in the U.S. and abroad and with working people in Ukraine and across the globe." – Mary Kay Henry, International President, SEIU

