

We are united to recruit and retain our coworkers and improve our pay!



"I feel very fortunate for being part of our bargaining team where I represent your voice and I am honored to do so. We need better remuneration for our work, solidarity forever!" - **Diana Kigumba, Unit Tech, PCU**



What this is about, from the president of our union:

"This is literally hospitals underpaying healthcare workers, underpaying nurses to the point where it's better to be a traveler than actually work in the hospital, and that's not acceptable, and that's got to change...Hospitals have got to understand that although people love this work, they also have to think about – 'What does it mean for me and my family? How can I live the American dream?' and they know there's a crisis." - **Jane Hopkins, RN, President, SEIU Healthcare1199NW, interview on KUOW News about the healthcare worker shortage, August 2022**



For the first time in five years, service and social workers are united across Evergreen Kirkland to win improvements in our contract that we need for ourselves and our families. We know that right now workers are organizing in their unions and winning life-changing improvements, in healthcare and beyond, and in King County and beyond. Here at Evergreen, this is our time.

Coworkers voted unanimously last week YES in support of our seven priority areas for bargaining:

- Wages and compensation that retain us
- Continued protection of our health and safety
- Equity, inclusion, and justice - including increased time off
- Training and education opportunities
- Good benefits for healthcare and retirement
- Supports for adequate staffing
- Respect for our union

Coworkers across departments have said loud and clear that our very top priority is significantly increased compensation that respects us, retains us, and supports our families. So at our first bargaining session, we shared the urgency of

this vision to management and led off with a comprehensive proposal for economic improvements.

Like many other healthcare workers across our state of Washington, we want to build a better vision for our jobs, wages, pandemic stress, and severe short staffing in our medical center. We understand well that many of us are struggling with low wages compared to other hospitals in the area. Our diverse group of voices is committed to changing this and making a difference for our families, our community, and our patients.

As a next step, we are signing a petition in support of our bargaining proposals.

Sign on here: <https://1199nw.org/3BKwDuD>



Our next bargaining meeting where we will make proposals in other areas, is September 27.

Proposals we gave management this week

Significant across-the-board increases for all

- ★ 25% or minimum \$3.25/hour increase effective 9/1/22
- ★ 15% or minimum \$3.00/hour increase effective 9/1/23

Full credit for experience on our wage scale

- ★ Recognition of all kinds of relevant experience, not just work at acute care hospitals
- ★ Protection to ensure our pay is moved up if new coworkers are hired at a higher step
- ★ Audit and adjustment of current employees' pay steps based on this criteria

Higher differentials to recognize our commitment, expertise, and sacrifice

- ★ Evening shift - \$2.75/hour
- ★ Night shift - \$4.50/hour
- ★ Standby pay - \$5.75/hour
- ★ Certification pay - \$1.00/hour, new for social workers, and increased rate for service workers, specifically including Environmental Services and Security certifications
- ★ Licensure premium pay for social workers with LICSW, LMFT, or LMHC - \$1.00/hour
- ★ Preceptor/training pay - \$2.75/hour
- ★ Lead pay - \$2.75/hour

Recognition of how we are going above and beyond to keep the hospital running

- ★ "Incentive shift pay" in every department when we sign up to work extra to fill a hole in the schedule, \$10/hour
- ★ Appreciation/retention bonus - \$1,000 on ratification, plus \$2,000 9/1/23 for those of who stay at Evergreen
- ★ Three new top steps on the Service scale
- ★ All Social Workers/Chaplains moving to the highest pay scale, which includes three more steps than the other scales
- ★ Daily overtime for all – including non-exempt social workers and Answering Services coworkers who work 6-hour shifts
- ★ Moving up pay steps after 1 calendar year, not a certain number of worked hours, which penalizes part-time coworkers
- ★ 15% in lieu of benefits for per diem service workers

"I came to bargaining to advocate for the security officers because we get paid too low to retain my co-workers and ensure hospital safety and make sure security is not at stake. I am working with my bargaining team hoping to make us competitive again."

- **Daniel McKinlay,**
Security Officer



We told management that we are 10-15% behind service workers and social workers at a variety of area hospitals like Swedish, Valley, Providence Everett, and Kaiser. Our SEIU Healthcare 1199NW colleagues are in the midst of ratifying new contracts at Swedish with raises that will more than double how behind we are over the course of their next contract. So we absolutely need significant raises to value our people and recruit and retain skilled caregivers to our hospital.

This is becoming a standard across our union for service workers and social workers! SEIU Healthcare 1199NW members have won this at Swedish, UW-Harborview and Northwest, MultiCare hospitals, Providence St. Pete's, and other hospitals across the state from Bellingham to Central Washington. It's time for Evergreen to step up to the plate.

We are also winning improvements in this area across our union. Our proposals are based on the highest differentials Evergreen currently pays across its three unions and two campuses.

"I'm really proud to work at Evergreen. My coworkers are highly skilled and provide excellent, compassionate care. They not only build trust and leave a lasting positive impression on our patients and families, but strengthen Evergreen's current and future reputation, and I just feel that our compensation should reflect this." - **Katie Zavala, Social Worker, Hospice**



Our Bargaining Team Members!

Danielle Bergeron, Answering Services
Burr Corley, Social Worker, Emergency Department
Molly Dals, ED Tech, Emergency Department
Rachel Gordon, Diagnostic Imaging
Alex Hein, Phlebotomy
Lynda Hinz, Social Worker, Home Health
Diana Kigumba, Unit Tech, PCU
Daniel McKinlay, Security
Gabe Mensching, Food and Nutrition Services
Frances Murphy, Social Worker, Hospice
Faith Simango, Unit Tech, PCU
Kat Strama, Food and Nutrition Services
Janine Tafari-Henry, Laboratory
Caitlin Turner, Social Worker, Inpatient
Katie Zavala, Social Worker, Hospice