



Let's make EvergreenHealth an even greater place to work

It's past time for Evergreen to recognize our essential work and protect us, respect us, and pay us. We are united in our contract bargaining for the improvements we need for ourselves and our families. Last Wednesday our bargaining team met with management and presented additional proposals that further our goals. We spoke about the importance of raising standards for all of us in areas like staffing and union recognition, including in areas that align with protections from the state of Washington for healthcare workers that we worked to secure as a union. We also shared why we need continuing safety protections including paid admin leave if we can't come to work due to COVID-19, guaranteed access to appropriate PPE, and free Covid testing. We shared that we need opportunities to advance without barriers, through the SEIU Healthcare 1199NW Training Fund, and strong protections for adequate staffing levels that allow us to do our jobs.

Our proposals to protect our health and safety:

- ★ Management should provide written notification of exposure to COVID-19, or **any other communicable disease** related to a government-declared health emergency, within eight hours
- ★ If we have to quarantine or isolate from work due to COVID-19, or another pandemic-type disease, no matter the source of the exposure, the employer would provide paid leave with no loss of benefits, and we would not use our PTO
- ★ A voice for service workers and social workers on our Workplace Violence Committee
- ★ Adequate access to PPE
- ★ No-cost COVID testing provided by management

Our proposals for Training and Education:

- ★ Joining the SEIU Healthcare 1199NW Training Fund, joining with other hospitals and giving us access to upfront tuition assistance, continuing education funds, career counseling and other supports as we move forward in our jobs and healthcare careers
- ★ Partnering on opportunities like healthcare apprenticeship programs where workers can earn money while they get certified as Medical Assistants or Sterile Processing
- ★ Techs Maintaining our current Social Work CE funds in addition to the Training Fund

“Our working situation I truly believe it is a delay of patient care. My coworkers are getting burned out at unseen rate and it feels like is damaging our mental health. We deserve better than just straight pay. In unity for a better contract.”



- Danielle Bergeron, Answering Services/Switchboard

“We are a team and when we speak with one voice, we can achieve our goals with are better remuneration.”



- Diana Kigumba, Unit Tech, PCU

Our proposals for respect for our union:

- ★ Improved access to our union's New Employee Orientation in line with Washington State law—so new coworkers know our rights and strength as a union
- ★ Management commits to staying neutral about union membership, including in letters to new hires
- ★ Protection if management creates a new job title that should be in our union, those coworkers are in our union
- ★ Paid time for our bargaining team to attend negotiations

Our proposals for a voice in staffing:

- ★ Participation of a CNA or other nursing unit staff on the nurse staffing committee, as a subject matter expert to contribute to unit staffing plans
- ★ Process to raise up urgent staffing concerns in real time, with explicit protection from retaliation
- ★ Additional pay, at time and a half, for when we have to do the work of another coworker because there is a hole on the schedule and we are not “fully staffed,” for both service workers and social workers
- ★ We proposed combining all the new social workers into one of the pay scales that would have new step increase

“I’ve been working in the nutrition department for almost three years, and I like the patient service part of my job. It is really fulfilling and rewarding. The low staffing situation in our kitchen is draining. I’m hoping that we can solve these staffing issues and have better retention in our positions.”



- **Kat Strama, Unit Host, Food and Nutrition Services**

“We’re proposing new steps for everyone on the pay scale and combining all the scales for the social work and chaplain contract.”



- **Frances Murphy, Social Worker, Hospice**

We are taking action now!

We are signing the petition to tell EvergreenHealth that we need better wages now, good benefits for healthcare and retirement, adequate staffing, and equity, inclusion, and justice.

Scan the QR code to sign the petition, or in person with a bargaining team member.



1199nw.org/3BKwDuD

Our next bargaining session is October 12.