

## Management's Evergreen moves us backward, our Evergreen values our work and our lives

Our bargaining proposals, which we voted unanimously to ratify, are about recognizing and valuing our work and our lives. This week, management brought their full set of initial proposals to our union bargaining. The difference between our vision for Evergreen and their vision could not be clearer.

We proposed bold, fast raises that invest in us as skilled, essential workers, elevate our standard of living, and retain us at Evergreen. Management proposed bare minimum raises strung out over a four year period — so low that with inflation, our real income would go down. We proposed investing in staff through joining the SEIU Healthcare 1199NW Multi-Employer Training Fund, making retirement contributions every pay period, and defining incentive shift additional pay for working extra shifts beyond our FTE — features of employment at nearly every other hospital in our union in the Puget Sound area—and management said no. We proposed that management respect us and our choice to be a union hospital by not interfering with coworkers learning about their union at orientation and ensuring they stay neutral about the union. We proposed including and valuing every coworker by adding protections to our contract for all-gender bathroom access, lactation, speaking in-language, prayer time during breaks, and an extended grievance process in cases of harassment or discrimination. Management said no, that our current contract works well enough in all of these areas.

Our current contract is our starting point, but it is not enough. This is our first time bargaining a full contract agreement in five years. Our world is changing significantly, and we deserve better.

In a handful of disparate areas, management heard us and agreed to our proposal right away. They agreed to raise the Service worker per diem premium to 15% and make it permanent (meaning all Service per diems will get a well-deserved 5% raise on top of the across the board raise we negotiate), new certification pay for \$1/hour for social workers (and raising certification pay to \$1/hour for service workers too), and a new personal holiday paid day off. These are positive, meaningful changes. But they don't begin to address the depth of the improvements we need.

It is essential that we unite together as a union because that is how we win what we need. Over the past couple of weeks of bargaining, dozens of coworkers have joined in activating our union membership so we can be stronger together.

These are the steps we are taking to win the contract we deserve.

✔ We are signing our unity petition in supporting our bargaining proposal. Add your name online by scanning this QR code or with a bargaining team member!



[joinseiu1199nw.org](http://joinseiu1199nw.org)

✔ We are becoming members of our union if we haven't had a chance to join. Sign up online or join with a bargaining team member. Being members of our union is the most important way we show Evergreen management that we are standing together for raises, retention, and the contract we need.



[1199nw.org/3BKwDuD](http://1199nw.org/3BKwDuD)



"The proposals we have given to Evergreen are about living. They are about building our lives, our families, and our work, all of which have been on hold for two years. When Evergreen returns to our negotiations with such low opening proposals and a repeated response of no, it feels like they aren't giving us room to grow or even breathe. We need every healthcare worker to respond by signing our petition and talking to co-workers to join our union. Tell Evergreen Medical Center that our work matters, our families matter and our lives matter". - **Lynda Hinz, Social Worker, Home Health**



"Our small program of eleven employees made \$1,000,000 profit last year for our hospital. In our last bargaining session, management offered to increase about 3% in salary. We propose that EvergreenHealth combine all the social work contract positions with the chaplains' scales, to provide for pay equity, and increase pay that you provide for equity across the board. The proposed amounts for your pay increases are not reflecting the work performed."

- **Sile Grace, Social Worker, In-Home Mental Health**



"I am offended by management's proposal. It does not represent our work and our sacrifices. In fact, the raises don't even keep up with our cost of living like groceries, and the gas we need to get to work because most of us can't afford to live in Kirkland." - **Janine Tafari-Henry, Clinical Lab Assistant, Lab**

# Our Evergreen v. Management's Evergreen: The difference in our bargaining proposals

| Topic                                   | Our Proposal   | Management's Proposal   |
|---|--|---|
| <b>Across-the-board raises</b>          | 9/1/22 – 25% or \$3.25/hour, whichever is higher<br>9/1/23 – 15% or \$3.00/hour, whichever is higher<br>2-year contract so we can bargain again to raise our wages in 2 years  | Ratification – 3%<br>9/1/23 – 2.5%<br>9/1/24 – 2%<br>9/1/25 – 2%<br>Also, market adjustments on ratification around 2% for some jobs, but leaving out many of the biggest job titles in the hospital<br>4-year contract   |
| <b>Pay steps and scales</b>             | Adding at least 3 top steps to every pay scale<br>Bringing all Social Work/Chaplain job titles together into one, equitable pay scale  | <b>REJECTED</b>   |
| <b>Credit for experience</b>            | 100% credit for past experience on the pay scale for all coworkers<br>“Relevant experience” is defined in our contract, not left to management discretion<br>All current coworkers re-evaluated and moved up if needed<br>If a new coworker is hired higher than the minimum required, then we all move up | Management said they are on their own re-evaluating experience in some Service jobs and moving people up steps. However, we don't have a say in what experience counts in their process, and their proposal only requires them to credit a maximum of 8 years of experience.<br>It is progress that management recognizes the need to better credit our experience, but we need them to agree to our proposals for equity and fairness. |
| <b>Differentials</b>                    | Higher differentials for nights, evenings, weekends<br>Cert pay \$1/hour for service and social workers  | Small increases – not enough<br>Yes!  |
| <b>Per diems</b>                        | 15% in lieu of benefits for Service worker per diems (increase from current 10%)   | Yes!  |
| <b>Overtime</b>                         | Daily overtime for social workers  | <b>REJECTED</b>   |
| <b>Retention and incentive pay</b>      | “Incentive shift” pay defined in our contract - \$10/hour for filling open shifts and potential \$250 bonus if shifts remain unfilled<br>Time and a half pay when doing the job of two staff members<br>Retention bonus of \$1000 on ratification and \$2000 next September                                | <b>REJECTED</b>   |
| <b>Health benefits</b>                  | More of a say in our benefits through: <ul style="list-style-type: none"> <li>Increased subsidies for dependent premiums beyond the current amount</li> <li>No increases to our premiums</li> <li>Bargaining a better health plan for the whole hospital for 2024</li> </ul>                               | <b>REJECTED</b><br>these improvements   |
| <b>Retirement</b>                       | Making contributions every pay period  | <b>REJECTED</b><br>- maintaining current policy of 4 times/year   |
| <b>Training and education</b>           | Joining the SEIU Healthcare 1199NW Training Fund   | <b>REJECTED</b>   |
| <b>Equity, inclusion, and belonging</b> | Valuing and including every coworker: all-gender bathroom access, lactation space, prayer time and space<br>Better contract protection from harassment and discrimination<br>More support for equity and inclusion workshops for labor-management committee  | <b>REJECTED</b><br>all of these proposals<br><br>Some improvement here only   |
| <b>Expanded and inclusive holidays</b>  | Additional holidays – Juneteenth, Presidents Day, personal holiday<br>Ability to substitute two holidays we don't celebrate for days that are important to us<br>Fixes to holiday pay for night shift and 10- and 12-hour coworkers  | Yes to a new personal holiday<br><br><b>REJECTED</b><br>all other proposals   |
| <b>Respecting us as a union</b>         | Management stays neutral about our union rather than saying anti-union things<br>Better union access to New Employee Orientation<br>Expanded union leadership opportunities for coworkers like paid Delegate Workshop time, release for executive board meetings   | <b>REJECTED</b><br>all of these proposals, beyond the bare minimum contract changes needed to comply with the law   |
| <b>Health and safety protections</b>    | Protected access to PPE<br>Free Covid tests<br>Paid admin leave if we have to be out of work due because of quarantine due to Covid or another pandemic  | <b>REJECTED</b>   |