

## We are taking action for the contract we need

Coworkers from across EvergreenHealth came together this week and joined with our bargaining team to deliver our unity petition signed by a majority of service and social workers directly to CEO Jeff Tomlin. Several dozen of us from many departments filled the administrative offices to deliver our message that if management wants to recruit and retain healthcare workers who can deliver quality care to our community, they are going to need to bring better proposals to the bargaining table that pay us better. We spoke directly with the CEO about what we need in a frank but mutually respectful interaction.

**We now call on management to show respect where it actually counts, through improved proposals that pay us what we're worth.**



### Bargaining proposal update

Through our sustained action and involvement, management has returned to the table with new proposals. They included a slightly higher across-the-board increase in the first year of the contract, and added more job classes (including the various roles in the Environmental Services department and Unit Techs) to their list of jobs receiving a 2 percent additional market adjustment. However, what they brought still leaves us far behind the rest of the market. While other healthcare employers across the state have recently agreed to provide significant pay increases in a short amount of time, Evergreen management is still offering way less, and are insisting on spreading that out over a longer period of time. We cannot afford to be left behind. We must continue to stand united and keep the pressure on management to do the right thing!

#### We need a contract with:

- ★ Across-the-board increases for all jobs that make us competitive with area hospitals like Swedish, Valley, and the UW system
- ★ Fair, equitable credit for experience on the pay scale: management's proposal to recognize our full experience in the Service contract is a starting point, but we need to be able to ensure all of our relevant experience as service and social workers is counted, and if coworkers are hired above the pay scale, we need a way to move up equitably
- ★ Additional steps on our pay scales so that long-time coworkers continue to get anniversary increases
- ★ Pay scales that respect the contributions of all social workers and chaplains rather than divide us
- ★ Respect for us and our union – including through full union access to new employee orientation



**Unity break with members of our bargaining team**

**Cafeteria (Silver wing)**

**Wednesday, December 14**

**12pm - 2pm**

**We are currently scheduling our next bargaining dates. In the meantime, join our bargaining team members in the cafeteria for a unity break and bargaining update next week!**



“It felt empowering to join with so many other Service and Social Workers to deliver our call for safe staffing and increased wages to our CEO. We are so much stronger working together under the umbrella of our union. Thanks to all who signed and marched with us! At negotiations today one of the representatives for HR said that patient care is their number one priority yet retaining and recruiting staff is vital to meet this goal. The kitchen has been stretched to its limits with record census and high turnover. Many patients don't have the choices they deserve while they stay here because there aren't enough unit hosts to see each patient in the overflow sections.

While we have seen slight movement in management's economic offer, their idea of improvement is out of touch with the realities we face with current inflation and our staffing crisis. Our original 25% ask will barely make us competitive with the wages of other hospital staff in our region. We asked for big increases because it's what we AND our patients deserve!” – **Kat Strama, Unit Host, Food & Nutrition Services**

## Update from Evergreen Monroe bargaining

## BARGAINING UPDATE

Our RN and Service colleagues at Monroe are also standing up for pay increases and stable benefits in bargaining. This week, union members testified at Monroe's Board of Directors meeting in the public comment time, letting directors know that in order for the hospital to serve the community and retain staff, the hospital needs to provide competitive pay. Together, we are holding EvergreenHealth accountable to the needs of the communities we serve.

