

# CHC: Let's bargain for a better future for our clinics!

Management came to our last bargaining session with one clear message: Keep things as they are. And we are here to tell them that this is not the time for business as usual. We have spoken with our members, identified our priorities, and brought thoughtful proposals to the table to fix the problems we see everyday in our clinics. When it comes to wages, safety, floating, and having a sense of belonging at work, we know keeping things the same is not an option. We are standing together to make positive change for our growing clinic.

Our proposal	Management's response
Full credit for our past experience	4 step increase only for some people
Unfreeze wage steps forever	Only unfreeze steps for the next 3 years
End mandatory floating	No response
Improve security at our clinics	Keep as is
Reduce probationary period	Keep as is
Year one - 6%	Year one - 2%
Year two - 4%	Year two - 2%
Year three - 4%	Year three - 2%
Improve education benefits	No response
COVID protections and additional time off	Keep as is
Protection to speak our native language at work	Keep as is
Participation in hiring process	Keep as is
Expand our Labor Management Committee	No response
Lower healthcare costs	Keep as is



"We have so much confidence and faith in upper management which is why we brought these concerns forward. We weren't saying everything is horrible, but these are our proposed solutions. You kept saying "it wasn't necessary", but hundreds of us disagree. I work at the biggest clinic at CHC and these issues impact everyone across the board. We are ready to put everything on the table and provide you with some solutions. We're not saying we have to agree on everything 100%, but our experiences matter. We see these problems firsthand. When would've been the right time to review these concerns if not during bargaining? We're confident we can accomplish something here, so take these proposals into consideration and let's move forward. Turning down our proposals outright and saying it's not necessary is not the right approach." - **Nathan Durnin, Hilltop Clinic**



"The proposals we came up with aren't just from those of us in this bargaining room. It comes from our union members. When you say SEIU, you mean all of us. Some of these issues we've even brought up in LMC and we haven't gotten a straight forward answer. Rather than going in circles we want things in writing so we can go back and revisit these solutions in our contract." - **Michelle Melendez, Spanaway Clinic**

# We're taking action for fair contract!



Wear your sticker all day and talk to your coworkers and bargaining team member about what's important to you this contract negotiation.



"In our last bargaining session, management walked in and denied nearly everything we proposed. CHC was so disrespectful and dismissive, and it feels like they don't want to hear what we have to say and are ready to brush everything off the table. This negotiation will not be done quickly if management is not even trying to meet us halfway. We will not give up and are ready to fight together for a fair contract."

- **Dorothy Challenger, Spanaway Clinic**



"Management doesn't wanna fix anything. We took time out to put thoughtful proposals together but they're not interested. They keep saying they want to collaborate with us but their counter proposals don't seem like they want to collaborate with us. It's time to take action for a contract that raises our standards." - **Maricela Casillas, Lakewood Clinic**

## Next bargaining session: Wednesday, December 14

We filed for a contract extension which means all of the provisions in our contract will remain in effect until January 31. This extension gives us the necessary time to bargain and reach a resolution with management while preserving our right to a retroactive wage increase back to December 1. We are ready to take further action if we are not able to get to a fair contract by then!