



We're United for the Future of Our Community

We are bleeding staff and it's costing our community millions of dollars to fill staffing holes that management created by habitually underpaying us. Every one of us knows what it's like to work short-staffed, and the corners we have to cut in order to take the best care we can of our patients. Our community deserves better, and our hospital can do better.

Our proposals would catch us up to our partner hospital in Kirkland. Many workers there just received up to 8% wage increases without pushback. Our proposals would position us to recruit new staff and retain the great staff we have now. But instead of following what every other hospital in our area is doing, management is offering us below-market wages and spending millions of dollars on traveler and agency staff. Imagine what it would look like if they invested that money in us! Spending millions on agency staff is not what we need, it's not what our patients need, and it's wrong for our community.

We are the safety net for some of Monroe's most vulnerable community members. Keeping things the same is not an option. We are standing together to make positive change for our community hospital. As a union, we are ready to take action to protect our community and tell the real decision makers that they need to do better. Stay in touch with your bargaining team on next steps.



Management Screwed Up Our Retirement Plans

Many of us may have lost money in our retirement plans because management has not been making the deposits into our accounts the way they promised to. For some of us, they haven't made contributions when they should have, and for others they aren't making the contributions on time; both scenarios could be losing us money and making it harder for us to retire. If you feel your retirement is wrong, please contact a bargaining team member so we can make sure to include you in any updates about next steps and help make it right.

Bargaining Team

- Emily Perron, RN
- Hannah Park, Dietary Aide, Food and Nutrition Services
- Heather Beierle, RN, OR
- Joanne Jang, RN, Pre-Op
- Kevin Collinson, RN, OR
- Kirsten Bursch, RN, ED
- Laura Steere, RN, Recovery Room
- Nancy L. Anderson, RN, Detox/Rehab
- Rachel Kraft, RN, ED
- Roshana Revenig, EVS Tech, Environmental Services



"The bargaining team members have been and will continue to pour the time, energy and hard work into winning a fair contract that reflects our true values to this hospital and our community. Our previous meetings with management, and their under unwillingness to come to the table with serious offers and claims of "good faith," was a reminder of why our voices need to be strong and unified.

'I firmly believe that any man's finest hour, the greatest fulfillment of all that he holds dear, is that moment when he has worked his heart out in a good cause and lies exhausted on the field of battle - Victorious.' - **Roshana Revenig, EVS Tech, Environmental Services**



"I would also say Evergreen spent over \$4M on travelers in 2022, but claim they don't have the money to give us minimal raises, which would still leave us as at the bottom of the local industry average. If they can figure out how to pay the travelers, they can figure out how to pay their own staff!

The raises we've asked for would equal a small fraction of what they are paying strangers to come in and care for our community members." - **Laura Ann Lacasse Steere, RN, Recovery Room**