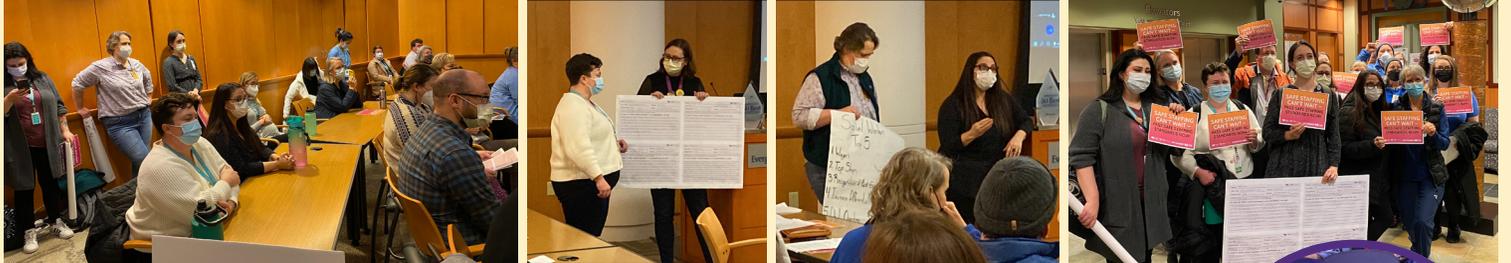


We are standing up for our priorities!

Coworkers from across EvergreenHealth joined our bargaining team to deliver our message to the Board of Commissioners that if they want to retain and recruit the workers needed to keep Evergreen a hospital of choice, they need to get their management team to bring us proposals that address our priorities.

Hundreds of us submitted our stories saying what it would take for us to stay at Evergreen, and we shared those stories directly with the Board and members of the public who were in attendance. We let them know that until we get a fair contract, vacancies will continue to grow and patient outcomes will continue to get worse.



“It was important to me to go to the board meeting to advocate for myself, my coworkers, and our community. We deserve a safe work environment where we are treated with respect. Our community deserves great healthcare. Management is failing all of us by turning a blind eye to issues we’ve continuously brought up. My co-workers put their trust in me to fight for them, and I will continue to do so until we get the change we need.” — **Danielle Bergeron, Answering Services**



Bargaining Update

We are making the bold moves needed to get us closer to settling a contract that we can be proud of. Our bargaining team has been working hard to zero-in on prioritizing and emphasizing the proposals needed to meet the needs of all of us across Evergreen. At our last few bargaining sessions, we brought compensation proposals that move closer to where management is at without leaving us behind the rest of the market. We told management boldly and clearly that these are the top priorities we need to reach an agreement we can all feel proud of:

Service workers need:

- ★ Wages that are competitive with the market
- ★ Increases to retain those who have already reached the top steps
- ★ Incentive shifts to fill the numerous holes in the schedules
- ★ Premiums and Differentials that respect our time and sacrifices
- ★ Medical premiums that don’t continue to climb sky high

Social workers and chaplains need:

- ★ Higher wages with more equitable pay scales
- ★ Improvements to the top steps
- ★ Recognition of past experience, regardless of credentials
- ★ Premiums and differentials that will help fill vacancies
- ★ Daily overtime for non-exempt workers

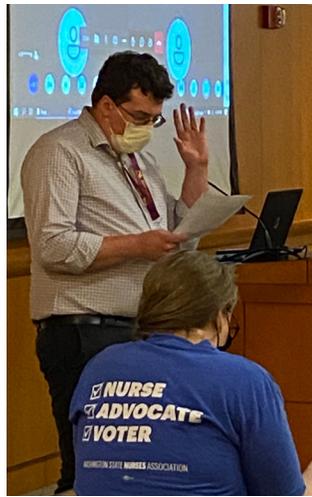
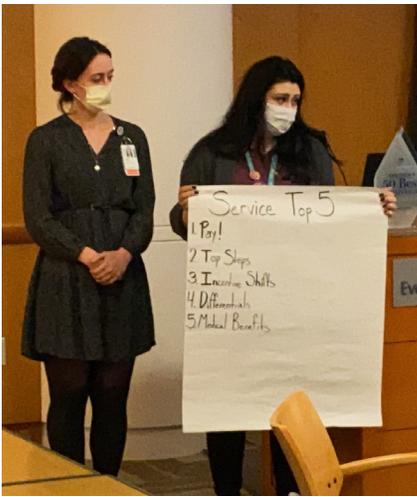
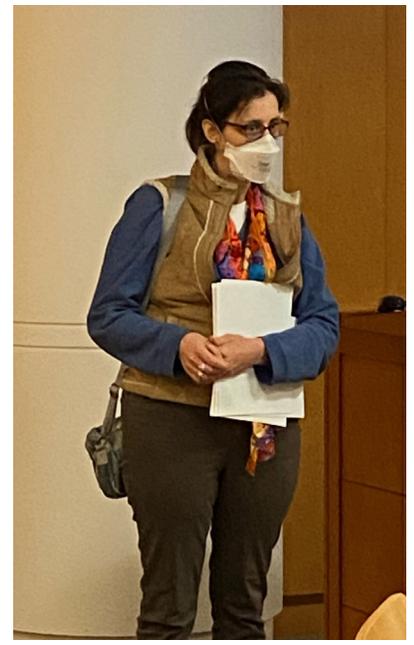
Our next bargaining session is January 31. With several tentative agreements already reached, we urge management to come prepared to bring the kind of proposals that will get us to a deal.



“As Social Workers and Counselors in EvergreenHealth’s In-home Mental Health program, we are trained and educated to look for inequality and disparity in all systems that affect the individual. Our daily work with patients holds space for accounting how systems are unfair and/or unjust, especially as it affects the patient’s health and safety. As workers in this hospital system, we are asking for the same for ourselves in our work. The work of providing mental health services to patients surviving a pandemic as we as counselors have been trying to survive the same pandemic has taken a toll.

As workers, we are struggling to make ends meet financially. We have colleagues at other hospital systems AND our own making significantly more in hourly wages. We have lost over 30% of our team this year alone and many more of us are considering leaving. For a team with most employees at a minimum of six or seven years of tenure at EH, and who love this hospital and our patients, this is very telling of how these inequities are showing up in our daily lives. We’re asking for the inequalities and disparities to be addressed and righted. EH needs to address wages, top steps, increased differentials, daily overtime, and recognition of experience to make things right for not just our IHMH team, but Social Workers across our system.”

– **Sile Grace Matsui, In-Home Mental Health**



Our stories are our strength! Join us for Lobby Day 2023

We are the experts on patient care, and our Legislators need to hear our voices. As frontline healthcare workers, we know what our patients need and what it takes to improve the care we provide. Lobby Day is our opportunity to share our stories with our elected representatives and advocate for their support in our biggest fights.

This year, we're fighting for:

- ★ Safe staffing for our safety and our patients' safety
- ★ Ergonomic protections for workers, especially our EVS coworkers
- ★ Fully funding our collectively bargained State contracts
- ★ State investment in our Training Fund to grow our healthcare workforce
- ★ Affordable housing for all of us
- ★ Fair healthcare pricing
- ★ And more!

Wednesday
25
Jan

In-person*
at the Washington
State Capitol
in Olympia
8am-5pm

Contact your organizer to RSVP
*Busing together to the Capitol!

