



We Will Win a Contract that Uplifts Everyone!

Taking action brought results! Because we continue to apply pressure by signing a petition, marching on the CEO, filling out story cards, and delivering our message to the Board of Commissioners, we have forced management to provide proposals that far exceed what they were originally willing to put on the table. While we appreciate management’s movement, too many hardworking people are still being left behind.

On Tuesday, February 7, our elected Bargaining Team met with management to make proposals that:

- ★ Provide significant raises regardless of job class or department
- ★ Recognize the financial burden of going so long without a pay increase
- ★ Address the severe staffing shortages in all of the units and departments
- ★ Compress the Social Worker pay scales in a way that is more equitable
- ★ Ensures that every worker has access to their union from Day 1 of their employment
- ★ Allows you to have what you need to stay an employee at EvergreenHealth

Our Bargaining Team has worked hard to make the moves necessary to get us closer than ever to reaching a deal we can all be proud of. The finish line is in sight, and if we keep fighting hard, we can hopefully get there when we bargain with management next on February 23!

“Management’s economic proposal left too many of our coworkers behind. We are proposing an across-the-board increase for all that recognizes the incredible work that we all do every day. The end is in sight—stay strong SEIU!”

- **Molly Dols, ED Tech**



“I was first drawn to Evergreen as a home hospice social worker 10 years ago because of its stellar reputation as an organization that provided service and care to our community that far exceeded other area healthcare systems. I’ve always worn my badge with pride, and until recently, felt valued and respected by our leadership. We’ve demonstrated our dedication by working through the pandemic by providing excellent service and compassionate care to our patients despite the personal and professional challenges this has presented. However, recently I’ve witnessed our colleagues leaving Evergreen in droves, citing high caseloads and incredible burnout, with little incentive to those of us who have chosen to stay. Evergreen is offering huge bonuses to attract new professionals, with little thought to retaining dedicated staff

through retention incentives, including substantial pay raises that would make us commensurate with our competitors and demonstrate their appreciation. Luckily, our amazing and dedicated union reps have been tirelessly representing us, but can’t and shouldn’t do this alone. We’re making headway, but need our membership to step up and offer support in whatever way you can: show up and speak out. We deserve this!” - **Sharon Kroll, Hospice Social Worker**





CELEBRATING BLACK HISTORY MONTH

Within our movement and beyond, Black leaders have paved the way by resisting racial and economic injustice. This Black History Month, we're honoring this history and continuing the fight for a world where we're respected, protected, and paid in our workplaces.

Read a statement from **SEIU Healthcare 1199NW President Jane Hopkins** marking Black History Month and honoring Tyre Nichols [1199nw.org/3JyErUx](https://www.1199nw.org/3JyErUx)



Visit our website for more information about local events, actions and resources [1199nw.org/bhm2023](https://www.1199nw.org/bhm2023)



Stay tuned to join the action and learn about more ways to celebrate and honor Black History Month in our local. Details coming soon!

Feb. 25: 'We Out Here!' celebration of diverse leaders

This celebration of diverse labor leadership will be held **Saturday, Feb. 25 starting at 7 p.m. at the Teamsters Hall, 14675 Interurban Ave. S. in Tukwila.** "We Out Here!"

will have food and drinks from around the world, music and a dance floor — an evening filled with joy and justice. Learn more here: [1199nw.org/3Jx0Gu2](https://www.1199nw.org/3Jx0Gu2)

