



We united as a VMFH system and won!

We took a stand for patient and worker safety and won! St. Elizabeth nurses, St. Anne service workers and St. Anne nurses have overwhelmingly ratified our new union contracts.

St. Elizabeth and St. Anne union members won historic improvements during contract negotiations. Our bargaining teams were guided in negotiations by the priorities we voted on, and we won on all of them!

- ★ Equitable raises to recruit and retain
- ★ No takeaways — maintaining all of our contract standards in full force
- ★ Safety and safe staffing for our patients, our community, and our coworkers
- ★ Racial Justice that creates a culture of a sense of belonging



These wins were a direct result of our unity across both hospitals. We participated in joint sticker-ups, 'Invest in Us' selfies, shared staffing stories, petitions, community canvassing, and an informational picket. Our actions at St. Anne and St. Elizabeth were in lockstep, which resulted in combined power.

The bargaining teams at both hospitals realized early on that joining together was the best strategy to raise standards for all of us. The two bargaining teams spent time at each other's negotiations, planning actions together during caucus time, and comparing experiences with VMFH-CHI. The bargaining teams at both hospitals realized early on that joining together was the best strategy to raise standards for all of us.



"Joining together made management aware that there was more power in numbers. It wasn't just one hospital; it was all of us. Power in numbers, plain and simple." - **Kelly Patton, RN, Acute, St. Elizabeth Hospital**



"I was not expecting this much from CHI. The bargaining team did a good job! Appreciate the hard work on both sides." - **Tsegaye Tessema, Medical, CNA, St. Anne Hospital**



"We had the ability to compare and contrast and see how management was treating St. Anne, and match what we were doing at the table." - **Jordyn Kusler, RN, OR, St. Elizabeth Hospital**



"I had no idea it would take this long. It ended up being in our favor. I'm glad we didn't give them the satisfaction of tapping out early like they wanted us to." - **Melissa Swetland-Leaptrot, RN, ED, St. Anne Hospital**



"I'm so happy and grateful that this is over. We have the best contract in the Seattle area and we're even prouder now to work at St. Anne. I'm so glad we teamed up with the workers at St. Elizabeth to win some serious increases at both hospitals." - **Adiam Gidey, BS RN, ICU, St. Anne Hospital**



These wins at St. Anne and St. Elizabeth would not have happened without uniting together across the system. This is what building cross-chapter solidarity looks like and our wins are the manifestation of that. These historical wins are such a huge shift for the better, which will impact our life, the delivery of care for our patients, and the community we serve.

“This is actually really good for Burien. The community here really needs skilled folks. The patient population here really needs us to be fully staffed — folks are not as sick in other areas. Burien is different and it affects folks when we are not fully staffed. I’ve been here 15 years and we’ve never been at the top. I’m hoping this new contract makes a big change in staffing.” - **Mona Denton, RN, OR, St. Anne Hospital**



What we won at St. Elizabeth

Wages that recruit and retain:

A new condensed wage scale that moves members to the top of the scale faster will help provide significant raises to improve staffing. At St. Elizabeth, the base wage for nurses will increase from \$33.22 to \$42.58— a 28% increase over the life of the contract. The new top step will increase from \$58.06 to \$81.66, over a 40% increase.

Premium increases:

- ★ **Shift Differential** – Night \$4.50 (increase from \$4.25).
- ★ **Standby Pay** – An additional \$1 per hour for all standby hours over 60 standby hours in a pay period (increase from \$.75).
- ★ **Callback Pay/After Shift** – Any nurse called back to work from standby status on a designated holiday shall be compensated at the rate of double time (2x) the regular rate of pay for hours worked on the holiday.
- ★ **Hospital Resource Nurse** – A nurse assigned to HRN shall receive a differential of \$5 per hour (increase from \$4.75).
- ★ **Charge Pay** – A nurse assigned to work as a charge, or a relief charge shall receive \$3.25 per hour (increase from \$2.50).
- ★ **NEW BSN/MSN** – Effective the first full pay period following sixty days post ratification, nurses who have a Bachelor of Science or Master of Science Degree in nursing or equivalent advanced degree in nursing (including PhD in nursing or DNP) shall receive a differential of one dollar (\$1) for all compensated hours. Provide a copy of your degree to management or human resources.
- ★ **EIB to PTO conversion** – Convert up to 20 hours of EIB to PTO.

Improved process to address staffing concerns:

Commitment from the hospital to adhere to staffing plans in accordance with the law and escalation for additional resources up to the Director or Administrator on call — staffing concerns will be a standing agenda item in the Nurse Staffing committee.

A Nurse Staffing Committee separate from Shared Governance Committee allows the committee members to meet with a union organizer prior or post meeting debrief on paid time. This means nurses will have a greater voice in staffing.

- ★ Nurse staffing committee will discuss the viability of a Break Relief Nurse pilot program.

NEW Workplace Violence Prevention Plan.

NEW Public Health Emergency and Infectious Disease language that will allow us to meet to discuss safety measures, provide for PPE, screening, training, and employer-paid Covid-19 vaccinations and boosters.

NEW

Safety language that allows the committee to review potential solutions to safety issues.

- ★ **Labor Management Committee.** A union representative will be invited to attend the Labor Management Committee meetings.

Advancing Racial Justice through Equity, Diversity and Inclusion:

- ★ The employer agrees to pay facilitator fees for the Organizational Equity and Inclusion work in the Labor Management Committee. We can also join our Tech colleagues for this training.
- ★ Sleeping accommodations for nurses in the event of inclement weather or a disaster.
- ★ **Lactation.** Contract language to support breast feeding employees by providing for a designated are free from public view.
- ★ **Equal Employment.** Improved language that support state and federal law and holds the employer accountable to not discriminate.

Other workplace improvements

- ★ **PTO/Vacation Approval.** Commitment from management to approve unbroken periods of time off when requests submitted include scheduled and non-scheduled days. Vacation requests will be responded to no later that 30 days from time of request. Seniority will be the deciding factor if 2 nurses request the same vacation on the same day.
- ★ **Preceptor.** Nurses may request the opportunity to be trained as preceptor.
- ★ **In-service Education.** The employer will post in advance mandatory in-service education and nurses will be paid at their regular rate to include applicable overtime and shift differential.
- ★ **Washington Paid Family and Medical Leave.** Members will now be able to supplement their WPFML with accrued time.
- ★ **Callback.** The employer will make a good faith effort to avoid RNs working within 8 hours of their next shift.
- ★ **Work Schedules.** Employer will make a good faith effort to maintain regular schedule patterns.
- ★ **Introductory Period Nurse.** Eliminated the 520-hour requirement to pass the introductory period. Intro periods will be 3 months. Intro periods may be extended up to 6 months and the employer will need to give written notice and evaluation explaining the reason and the condition and expectations for continuing employment. This will help set up nurses new to St. Elizabeth for success.

NEW

- ★ Employer tuition reimbursement. Eligible nurses may apply for the Hospital's Tuition Reimbursement Program.

What we won at St. Elizabeth (continued)

- ★ **Nurse information.** St. Elizabeth will send updated information to the union including phone numbers and wages so that new members can be welcomed to the union.
- ★ **Virtual New Employee Orientation.** As long as NEO is virtual, the employer will send updated lists of new members
- ★ **Health Bonus protection.** \$450 wellness dollars protected for the life of the contract.
- ★ **Low Census.** Travelers will be first cut for low census up to contract maximum and no longer part of low census rotation.

What we won at St. Anne

Wages that recruit and retain:

For both service workers and registered nurses, a new condensed wage scale that moves members to the top of the scale faster, eliminates ghost steps, and provides significant raises to improve staffing across the hospital.

At St. Anne, the base wage for service workers will increase to \$20.62 from the current \$16.34, an increase over 26%. Service workers at the top of the scale will earn at least \$30.13, a 29% increase. Some Service workers will see up to a 37% wage increase over the life of the contract. For nurses, the base wage will increase from \$34.68 to \$42.58, an increase over 22%. The new top step will increase from \$61.71 to \$81.66; an increase over 32%.

Premium increases:

Shift Differential

- ★ **RN Night shift** \$4.75
- ★ **Service evening** \$1.35 and **Nights** \$1.85

Other Premiums

- ★ **Service Weekend Premium** from \$1.50 (increase from \$1.00)
- ★ **Standby Pay** – Increase to \$4.50 an additional \$5.75 per hour for all standby hours over 50 standby hours in a pay period
- ★ **Charge Pay** – a nurse assigned to work as a charge, or a relief charge shall receive \$3.25 per hour (increase from \$2.50)
- ★ **Lead Pay** - a employee assigned to work as a lead, shall receive \$1.50 per hour (increase from \$1.00)
- ★ **NEW BSN** – Effective the first full pay period following sixty days post ratification, Nurses who have a Bachelor of Science or Master of Science Degree in nursing or equivalent advanced degree in nursing (including PhD in nursing or DNP) shall receive a differential of one dollar (\$1.00) for all compensated hours. Provide a copy of your degree to management or human resources.

NEW EVS committee will be part of the LMC. We will develop, review operations, and discuss safe environmental services staffing levels throughout.

NEW Nurse staffing committee will discuss the viability of a Break Relief Nurse pilot program.

NEW Workplace Violence Prevention Plan

NEW Public Health Emergency and Infectious Disease language that will allow us to meet to discuss safety measures, provide for PPE, screening, training, and employer- paid Covid-19 vaccinations and boosters

NEW Safety language that allows the committee to review potential solutions to safety issues

NEW It will be presented and discussed at the Joint Staffing Committee if the Employer intends not to fill a vacancy.

Advancing Racial Justice through Equity, Diversity and Inclusion:

- ★ The employer agrees to pay facilitator fees for the Organizational Equity and Inclusion work in the Labor Management Committee.
- ★ Sleeping accommodations for nurses and service in the event of inclement weather or a disaster.

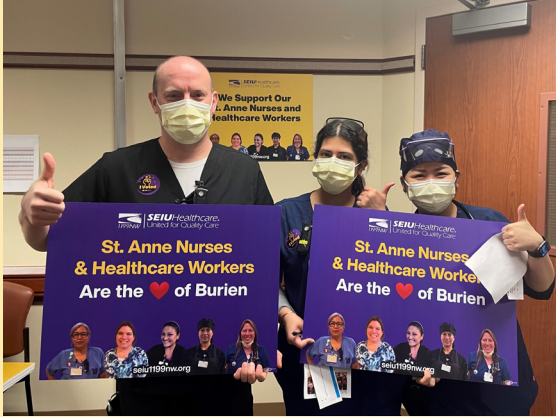
Improved working conditions:

- ★ **Washington Paid Family and Medical Leave** – Members will now be able to supplement their WPFML with accrued time.
- ★ **Bereavement Leave** – Increase up to 40 hours (from 24 hours)
- ★ **Union Leave** – Members can now take up to 6 months union leave. This allows us to be able to build our union strength along with job security and seniority.

Union strength:

- ★ **Electronic Communication** – St. Anne will send updated information to the union including phone numbers and wages so that new members can be welcomed to the union.
- ★ **Virtual Neo** – as long as NEO is virtual the employer will send updated lists of new members
- ★ **Health Bonus protection** – \$450 wellness dollars protected for the life of the contract.
- ★ **Low Census** – Travelers will be first cut for low census up to contract maximum hours and no longer will their 1-hour LC be considered as a full rotation.





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



Visit our website for more information about local events, actions and resources 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

