



We Voted to Take Action!

Unanimous Support for the Bargaining Team's Call to Take Our Fight Public



"We have unanimously voted to stand as one and demand respect for all of us and our patients!" -Patrick Sweet, Hospice Aide and CAT team member

The past few years have been the hardest years of our careers, but through it all we did everything we could to provide the best quality care for our patients, even while dealing with inadequate conditions, lack of supplies and poor wages.

Providence has a choice. They are choosing not to uphold their end of our partnership. We cannot recommend to our coworkers what management is offering at the bargaining table.



"I'm proud of our union members for standing unanimously behind our bargaining team in our action vote last week! We know that Providence can do much better than what they are offering right now, and our bargaining team is listening closely to the needs of our members. We need to prepare to take action and put pressure on Providence to show some respect to our hardworking and talented staff!" - Kayla Elmore, Hospice RN and CAT team member

We've held true to our values at the bargaining table

- ★ An economic package that keeps up with the cost of living and is competitive with area healthcare institutions
- ★ Across-the-board raises that keep up with the cost of living and don't leave anyone behind
- ★ Holiday pay, differentials and premiums that compete and recognize our work
- ★ Placement on the wage scale that reflects all of our experience (AKA credit for past experience)
- ★ Staffing our patients can count on that reduces burnout in our staff by addressing productivity requirements
- ★ A stronger voice as frontline staff in changes to our workplace (i.e. the Care Center)
- ★ A more inclusive workplace where we all feel like we belong



"As the leaders of Providence, we need to take a stand for what is fair and just. We need to show the value that Providence takes pride in ALL the staff here at PHHCSC. Treat us with the compassion, dignity, justice, excellence, and integrity that they say they value. We in turn will carry out the mission of Providence; steadfast in serving all; especially the poor and vulnerable. We are calling on Providence to show us your values, so we may serve the mission; if they don't, they aren't living the mission." - Clara Morris, HUC Home Health and CAT Team Member

Our union is moving to a new office building!

We have moved from our Renton office to a new building in Kent.
Please update your records accordingly!

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continued on flip side

Management's proposals fall short and leave some of us behind

- ☹️ **Year 1:** 3% across the board increases (ATB)
 - + market adjustments that are NOT equitable and NOT for all
- ☹️ **Year 2:** 2.5% ATB in April 2024 and 1.5% ATB in November 2024
 - + market adjustments for Aides and LPNs
- ☹️ **Year 3:** 2.75% ATB in April 2025
- ☹️ Credit for past experience for all but NOT until June 2024
- ☹️ NO changes to productivity, NO to salary incentives or UTME, NO to a greater voice in staffing
- ☹️ NO, NO, NO!



"I love working at Providence...however, I'm not a fan of being treated like a child. I know that I manage my time and I don't mess about. Yet somehow, it's not good enough for management. It's diminishing us all." - **Jo Seaver, Wound Care RN Home Health and CAT Team Member**

NEXT STEPS

- ✅ The bargaining team will meet with management again after the July 4th break. We have two dates in July tentatively scheduled.
- ✅ We will continue to take action at work by emailing Providence executives, stickering up, and more.
- ✅ The bargaining team may call for an informational picket if management continues to leave folks behind or are unwilling to move on our important proposals.
- ✅ Reach out to your bargaining team or CAT team member with questions or for further updates on bargaining.



Hospice and Home Health Informational Picket, March 2017