



**SEIUHealthcare®**  
United for Quality Care

**Providence Hospice and Home Care of Snohomish County**  
July 26, 2023

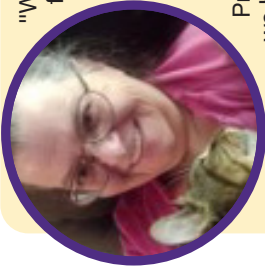
**BARGAINING UPDATE**

**We're calling on management to do the right thing by coming to the bargaining table and addressing our concerns**  
**We won't leave anyone behind!**

We have made great progress in bargaining and are more than halfway through reaching tentative agreements on our proposals. We did some intensive work to identify our priorities in bargaining on July 20. To settle a contract in August that respects us and protects patients, management must meet with us and **NOT LEAVE ANYONE BEHIND** when it comes to:

- ★ Wages and credit for past experience;
- ★ Investments in equity education that centers us;
- ★ Salary incentives and productivity that we can count on.

**Our next mutually agreed date for bargaining is August 17.** We look forward to working with management to secure a fair contract that will recruit and retain our staff.



"We value solidarity and we will not leave anyone behind! While Providence has made very good forward steps for some, they have left some of our members behind. We are all valuable members of the team, we all deserve a livable wage. Those of us that are not on our correct credit for experience step won't wait another year to be placed where we belong. We have built a response to Providence's economic package and will present the entire package on Aug 17. This is a fair package for everyone, both union members and Providence. Your bargaining team has committed to hit the ground running until we settle the contract or decide that Providence needs more incentive to budge from the community's involvement. We, your bargaining team, will pay for hotel rooms and stay the night if needed to get this settled. This is out of our pockets, not reimbursed by Providence, that is how committed we are to getting this contract settled. We will not recommend ratification until we have landed on a contract that is fair for everyone." - **Millie Uzoma, LPN, Hospice and Bargaining Team Member**

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