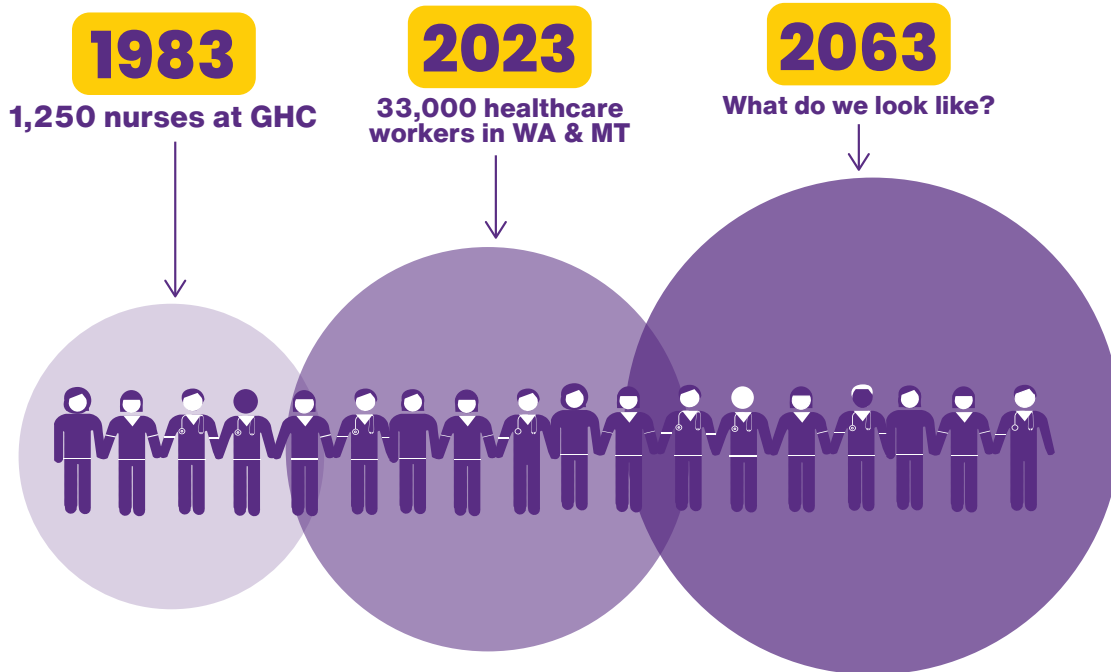


# Forty Years Union Strong: Shaping a Bright Future Together

*Raising Standards for Healthcare Workers Everywhere*

When our local union was organized by nurses in 1983, we kicked off a life-changing movement for progress and patient care in the Pacific Northwest. Forty years later, we've come so far and secured incredible victories for our now-33,000 members in Washington state and Montana.

Every breakthrough in contract negotiations set new standards, raised the bar for quality care, and boosted our solidarity across job classes. Our journey is a testament to the strength that emerges when workers' voices come together for a common cause!



**Our fighting union is a force to be reckoned with. We never back down from a fight, and when the time to take action comes — be it a picket, a strike, or at the bargaining table — we show up and stand beside each other to put pressure on healthcare executives to meet our demands.**





**In January 2020**, 8,000 Swedish members held a three-day strike, resulting in a contract that laid the foundation for economic contract standards rooted in racial justice, and created the momentum that led to historic wins for healthcare workers across our region in recent years.



**Kaiser members came together in the fall of 2023**

to authorize a strike alongside 85,000+ Coalition of KP workers nationally. Kaiser executives felt our power and settled a contract just five days before we were set to strike, bringing us up to a livable wage and increasing safety measures for us and our patients.



“I’m so proud to be celebrating 40 years of victories! With every win, we have elevated standards of care and strengthened our solidarity. I’m looking forward to the next 40 years and beyond – the future is bright indeed! We stand united, ready to continue advocating for healthcare workers’ rights and pushing for positive change in the healthcare industry for our patients and our communities.”

— **Jane Hopkins, President, SEIU Healthcare 1199NW**



# What we've won together

We have accomplished so much in the first 40 years. We've done this by workers coming together with a shared vision for safe workplaces, a just society, a strong healthcare system, and fulfilling our commitment to become an anti-racist organization.



## Quality affordable benefits

- ★ SEIU Healthcare 1199NW Multi-Employer Training Fund
- ★ Full or partial maintenance of benefits and ensuring that our employer cannot unilaterally change our healthcare benefits
- ★ Guaranteed sick days through legislation
- ★ Affordable dependent coverage in hospitals
- ★ Pandemic benefits



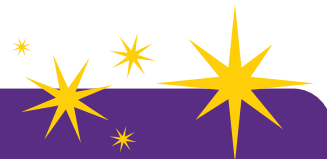
## Wages to recruit and retain

- ★ Weekend premium
- ★ Minimum wages in industry (starting with \$15/hour)
- ★ \$\$ increases rather than % increases for equity
- ★ 1-to-1 credit for past experience for all workers
- ★ Premium in lieu of benefits up to 15% for all workers



## Respect for our union as an organization and power for our members

- ★ Union shops in the private sector
- ★ Paid delegate training
- ★ Union leave
- ★ Vacation donation and paid release for members
- ★ Access to employer New Employee Orientation
- ★ Healthcare Leadership Fund (HLF)



## Quality working conditions and care for all

- ★ Organizational equity and inclusion standards to ensure we have workplaces where we are respected
- ★ Every other weekend off for all workers
- ★ Safe needles through legislation
- ★ Safe lifting laws
- ★ Low census protections to ensure that we have full paychecks when patient census is low
- ★ Safe staffing standards and expanded access to staffing committees for more job classes
- ★ Floating protections including contractual float pools



# Where are we going?

Our future is bright, but to continue on a path to organize even more workers, stand in solidarity with union siblings in our communities, and build our strength across our region and beyond, we must be bold.

With the right resources in place, we could implement:

- ★ A member-focused call center
- ★ An enhanced Strength & Defense fund to remain a fighting union
- ★ Communication tools to make our union accessible to more members
- ★ Ongoing delegate workshops to ensure we have the tools to enforce our contracts
- ★ A robust Nurse Alliance partnership and CE licensure assistance programs
- ★ A Healthcare School
- ★ Master contracts in our healthcare systems
- ★ Unionwide EVS program to lift standards for all service workers
- ★ Accessible healthcare for all members and our families
- ★ A program addressing AI and the future of healthcare
- ★ Organize 5,000 new members in five years!
- ★ Exciting New Member Welcome presentations
- ★ A member-engaged racial justice program

We are all agents of change, and we know firsthand that anything is possible when we build the resources to unite for justice and progress. Here's to the next 40 years!

“When my coworkers at Swedish went on strike in 2020, we showed the nation that healthcare workers won't accept less than what we deserve. We went on to win a historic contract with unprecedented wage increases during our contract reopener, and we raised standards for thousands of other caregivers across the region. That's what our union is about – making progress for us all, one chapter at a time.”



– **Carol Lightle, RN, Rank-and-File Vice President of SEIU Healthcare 1199NW, Providence Swedish, Issaquah**

“I see firsthand the effect our union has had on behavioral health at Harborview and beyond. We care for our most vulnerable community members and we continue to demand that our employers care for us too! We have the power to make these demands and take on big fights because our union is strong.”



– **Kimela Vigil, Rank-and-File Vice President of SEIU Healthcare 1199NW, Social Worker, Harborview Medical Center, Seattle**

“Our union is ever-changing – we strive to always be better tomorrow than we were yesterday. Our racial justice journey is never easy, but when we all feel we belong and are treated equitably and with respect, we build our strength to bring justice to our communities, our movement, and our healthcare system at large.”



– **Marie Neumayer, MA, Rank-and-File Vice President of SEIU Healthcare 1199NW, Kaiser Permanente Spokane**