



A Legacy of Unity, Strength, and Workplace Standards at PHHCSC

Over our nearly eight-year union history since we organized in 2016 as Providence workers under the SEIU Healthcare 1199NW banner, we've faced many challenges, but because of our unity, resources, and strength as a union, we've continuously raised standards in our workplace. The wages and benefits we have in place today are possible because we've stood with each other and with Providence workers across the state to better support our patients, our families, and our communities.

Investing in our members and strength as a union is the only way to continue to take on multi-million-dollar corporations like Providence and the healthcare executives who run them, to keep standards high, and to ensure we're a union where every member belongs and thrives.

Our story of union strength

Before we formed our union, our coworkers could be fired for no reason; there was no security that our jobs were safe; any raises were at management's discretion; and wages were not adequate and did not help put us in a position to recruit and retain qualified staff. But above all, there was no seat at the table for us as frontline caregivers to participate in the decision-making process about issues that affected us and our patients.

The standards we won with our 2020 contract were the result of four LONG years in bargaining. Over those four years we took many powerful actions, including an informational picket and a strike. With those actions, we sent a clear message — that *Providence Has Lost Its Way*. Armed with compasses and helium blimps, we joined with Providence Swedish workers at their bargaining table to push management to finally reach the agreement we knew we deserved on our first contract.

More recently, in 2023, the Bargaining and Contract Action Teams worked hard to make sure every coworker understood what was at stake, and because of our leaders' relentless engagement, we achieved super-majority participation in every action we took — our unity petition, proposal votes, informational picket action votes, our email campaign to move Chief of Hospice and Palliative Care Terri Warren to do the right thing, and our contract ratification vote.



▶▶▶ The union difference at PHHCSC

Our 2020 contract wins

During our first contract campaign we were up against bad boss tactics such as delays, and faced high levels of attrition. Despite that, we won:

- ✓ Wage scales
- ✓ Partial credit for past experience for staff
- ✓ Protection from unfair discipline and discharge

Our 2023 contract wins

Using the racial justice lens in bargaining, we won:

- ✓ 19-29% wage increases
- ✓ Access to the Training Fund
- ✓ Credit for past experience for everyone
- ✓ A Labor Management Committee that includes Organizational Equity and Inclusion support
- ✓ Transparency and improvement to the Salary and Incentive program
- ✓ Increases and equity for premiums and differentials



"I was on the bargaining teams in 2016 and again in 2023. We were from both Hospice and Home Health and worked hard to bring you our 2023 contract. We made sure no one was left behind. We worked with management to get the best contract for everyone. We were able to come up with amazing pay raises and market adjustments, educational opportunities for our members through the Training Fund, and new productivity language and improvements to the Salary and Incentive program. Our social workers, our chaplains, every member working for PHHCSC finally has a fair share because of the work we ALL did on this contract; you showed support for us on the bargaining team, but mostly, you showed up and voted YES." **Neneh Jallow-Avants, Triage RN, Home Health**

"We put a spotlight on making sure PHHCSC is a place where everyone belongs. The Organizational Equity and Inclusion language that we won is to have professional facilitators work with our Labor Management Committee to identify equity issues and collaborate effectively with management for the good of all. We are excited to have won this proposal!" **Cynthia Robson, Social Worker, Hospice**



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PHHCSC members are eligible to use the Training Fund for professional development monies today!

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"I have been a nurse for 36 years. I have been at PHHCSC for 13 of those years. I graduated with my RN in 2010. I was an LPN for 25 years before I finally decided to pursue getting my RN. I found so many obstacles trying to get into a program for a returning LPN. I had given up, but that is when SEIU, the Training Fund and my employer, collaborated for me and many others. I was able to use a HEET grant (Health Employees Education Training funds). I would not have gotten my RN without this fund, and I am always so grateful for this. This fund helped me with books, tuition, tutors and even scrubs for clinicals. There was a group of 15 of us from Valley General in Monroe. We all have our RNs now, and some have continued to obtain their BSN. I cannot begin to thank this program enough. It has changed my life." **Sarah Taylor, RN Hospice After Hours**