



A Legacy of Unity, Strength, and Workplace Standards at PeaceHealth St. Joseph Medical Center

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

In 2013 service, techs, maintenance and lab staff voted YES to join SEIU Healthcare 1199NW. St. Joseph is the largest employer in Bellingham, we knew workers needed to have a voice to be able to make improvements and to advocate for our patients, ourselves and our families. We are the experts in patient care and we know that quality staffing results in high quality care. We will continue to build our strength and unity for a brighter future for our union.



Our story of union strength

In 2015, 900 caregivers from PeaceHealth alongside community members, labor leaders, elected officials, and patients participated in a one-day strike for a fair contract, affordable healthcare and respect. We fought for 17 months for a fair contract and a month after going on strike we ratified our first contract! We continue to grow our union with more and more unorganized units wanting to sign up to join the union.

Without a union we wouldn't have credit for past experience, guaranteed wage increases for the life of the contract, premium pay, a low census cap, just cause or affordable benefits. We are continuing to raise standards in Whatcom County by having a united voice in the change we want to see.

The union difference at our hospital

Here are some things we've won by sticking together and taking action:

- ✓ A labor management committee that includes frontline workers and management working together to resolve issues outside of contract negotiations. The committee meets to discuss concerns around staffing, safety in the workplace, organizational changes, equity and inclusion and working conditions.
- ✓ Investment in our education and our future through the SEIU Healthcare 1199NW Multi-Employer Training Fund. Over three hundred members that work at PeaceHealth St. Joe's have utilized and/or received degrees from the training fund.
- ✓ Using the Racial Justice lens, we won parity with our RN colleagues for premiums like standby pay, call back minimum, and paid education time.
- ✓ Affordable medical benefits that include a process to negotiate healthcare across the PeaceHealth system with other unions.
- ✓ We continue to grow our union! On January 5, 2024, the Production Coordinators at St. Joe's voted YES to join SEIU Healthcare 1199NW!

"We came from other units that already had union workers. We quickly learned that we were not getting the same benefits as everyone else when talking to our union coworkers. I didn't realize that preceptor pay was even a thing because I had trained two of my coworkers. I realized that things were not fair and that without a union, we wouldn't get any cost-of-living adjustments. They push a lot of extra work on us, but we get told we must do it. Now we have a voice and protection like our coworkers!"

- Rose Silva, Product Coordinator





“I make more than double what I started with here. It’s at least 2.5x, and that is thanks to us sticking together to help us recruit and retain our staff.”

- Angel Hayes, Patient Team Support, BH

“I used to only speak out for myself, but now I speak up for the whole department. They usually give an incentive to take sick calls, and I asked our manager to get something better. He said it was out of his hands, so I asked him for the names of the people I needed to call.”

- Eva Mohorovich, Pharmacy Buyer



“Through the SEIU Multi-Employer Training Fund, we were able to have a respiratory therapist organization come to PeaceHealth St. Joseph’s two years in a row and hold a seminar for exam preparation. All staff members passed and were able to get their advanced certifications, moving them up on the career ladder! Without the Training Fund we won in our contract, this would not have been possible.”

- Ramon Castellanos Jr., Respiratory Therapist



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