

A Legacy of Unity, Strength, and Workplace Standards at CommonSpirit/Virginia Mason Franciscan Health Hospitals

Throughout the years we have experienced merger after merger and have watched our community hospitals turn into a giant hospital system. With our continued unity and strength, we have been able to maintain our union contract through a successor agreement. Our patients, our families and our communities have continued to stand with us in our fight for better wages, benefits, staffing, and safety in our workplace. **We know that when we work together, we have the power to take on multi-million-dollar corporations like CommonSpirit and demand that they invest in us!**

Our story of union strength

When workers unite for a common cause, we win! Whether we strike together like we did at St. Clare Hospital and St. Joseph Medical Center in 2012, have an informational picket like St. Anne and St. Elizabeth in 2022, or when we collectively support the workers at Virginia Mason join our union, we're always fighting to win standards for us and our patients.

We are not only taking action when we are at the bargaining table, we are also taking action by enforcing our contract, lobbying for pro-union legislation, organizing workers into the union and holding employers accountable.



"I started working at St. Joseph Medical Center as a CNA in 1993 and 31 years later after negotiating strong union contracts, I am making over \$20 more than when I started. Having a union not only guaranteed pay increases but also helped me save my job and because of that I am committed to making sure my coworkers have representation and support when management tries to discipline them. We have come so far as a union and with our unity we can shape a brighter future." -**Nilda Warren, SJMC CNA**

The union difference at our hospitals

- ✓ In 2017 we helped hold CHI Franciscan accountable in providing charity care to patients which resulted in the Franciscans having to pay \$41 million in debt relief and \$1.8 million in refunds, in addition to rehabilitating the credit of thousands of patients.
- ✓ In 2023 we ratified four contracts with a racial justice lens and were able to win significant, equitable and historic wage increases. We also won stronger staffing and safety in workplace language for CommonSpirit members in Burien and Enumclaw.
- ✓ In 2020-2023 over two hundred members at CommonSpirit have utilized and/or received degrees from the multi-employer training fund that we fought hard for.
- ✓ In 2024 we will welcome more than 1,000 workers from Virginia Mason who voted to join SEIU Healthcare 1199NW.





“We have won standards throughout our union that helped pave the way at our hospital. We fought for 3 bargaining contracts and finally won the BSN premium because as a union we value education. Getting management to agree to a premium that recognizes education will lead us to the next standard, the Training Fund. We look forward to joining our sibling hospitals, St. Joe’s, St. Clare, and St. Anne, who won the training fund at their bargaining tables. Other wins we have had is maintaining our low census fund and wage increases that attract and maintain our workforce. Having a strong union has been a vital part of support for us at the bargaining table as each of these contracts take a long time and a lot of work and we appreciate the consistency and knowledge of our organizers so we can continue to raise our standards at St. Elizabeth and across the union.”

-Jeanne Oden, St. Elizabeth Hospital RN

“In 2021 we won the SEIU Healthcare 1199NW Multi-Employer Training Fund at St. Clare’s Hospital. In 2023 I decided to utilize The Training Fund and work towards my goal of becoming a nurse. I am currently enrolled in Tacoma Community College’s Associates Nursing Program. I like that I can get a voucher up front instead of having to wait until after I complete the courses to get refunded. Working full-time and going to school at the same time is hard enough without having to figure out where I am going to get the money from. There is also so much support and assistance that they provide. My last 3 quarters I have achieved the honor of being on the Dean’s List. All while working full time and receiving an Exceeds Expectations on my most recent annual performance review at work.”



- Laura Wachendorf, St. Clare Hospital Unit Coordinator



“For years we have been behind other hospitals in wages and couldn’t recruit or retain workers. In 2023 we ratified a contract with the biggest wages we’ve seen, and we are now leading other CommonSpirit hospitals in the Puget Sound area. A union can only be strong and kept alive by the workers who support, protect and help advance others. We saw that support from our coworkers during our fight for a fair contract.”

- Melissa Leaptrot, St. Anne Hospital RN



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