



A Legacy of Unity, Strength, and Workplace Standards at EvergreenHealth Kirkland

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



"I worked at my last job for almost 12 years and never received a real raise. When I first started working at EvergreenHealth in 2022 they were paying me \$20/hr. Then last year, after our contract was settled and we won year-for-year credit-for-past-experience, my manager called me to his office. At first, I was scared, and I asked whether I had done something wrong. Am I in trouble? Instead, they told me that I would now be making \$27/hr! I couldn't believe it. I was so happy, I felt great. That's why I tell my daughter I love to work here. I told her that at the hospital they raise you good, and that's because we are part of a union!" – **Mabel Amezcua, Environmental Services Tech**

The union difference at EvergreenHealth Kirkland

Our wins together

EvergreenHealth prides itself on being a premier healthcare provider that is accessible to everyone. We all put in long hours to run this hospital and provide high-quality healthcare for our patients, but for years our pay had fallen behind.

In our last contract, we won historic 15-20% wage increases for all our coworkers, increased shift differentials, and certification pay. For the first time, we also won year-for-year credit for past experience.

Longtime employees had their resumes audited and were moved up in the wage scale, while new employees are automatically placed higher on the scale, to account for all the experience and skills we bring to the job. We're going to continue fighting for workplace conditions that match our dedication and commitment to the job.

To win the terms of our last contract, a majority of us signed and delivered a petition to then CEO Jeff Tomlin, we wrote and delivered story cards, delivered hundreds of "show me the money" dollars to then Chief Medical Officer and now CEO Ettore Palazzo, and spoke to the board of commissioners.

"I've worked at EvergreenHealth for 17 years and been on four bargaining teams. I've become used to receiving small raises. One time it was only 19 cents. That didn't make me want to come back.

Everyone in our bargaining unit has a small role but by working together we provide excellent patient care. If we don't show up, who will cook the food and deliver it to patients rooms, who will wash dishes, replace linens, ensure our safety, answer telephones, draw blood, sterilize instruments for surgery, schedule patients for Diagnostic Imaging exams, work as a tech in the emergency department or a health unit coordinator on the floor? Who will be a CNA or be on the front lines for infection control? When we won substantial 15-20% raises for everyone, it felt like we were finally being seen, being heard, being recognized, and being appreciated. These raises will help ensure that the people doing their job actually know how to do their job, because they feel like their experience is valued." –**Rachel Gordon, DI Read Room Assistant**





“Sometimes I joke that I became a social worker because I wasn’t good at math, but as I’ve worked as a social worker, I have come to understand that we have our own math involving adding people together to equal greater power. This is what we did when we formed our union in 2017. We brought together Social Workers + Counselors + Chaplains, and then we added (+) to the service workers to equal SEIU Healthcare 1199NW at EvergreenHealth Kirkland. This resulted in a contract that included procedures to ensure people can’t be arbitrarily denied time off, guaranteed wage increases that can’t be taken away, and many workplace protections. I have come to realize that a strength of Social Worker Math is that it is always evolving, just as our contracts, chapter, and SEIU Healthcare 1199NW continued to grow in power and evolve. I am, and always will be, a proud member of SEIU Healthcare 1199NW. I’m a social worker, and as it turns out, we are great at math.” – **Lynda Hinz, Social Worker, Home Health**



“Being a union member has meant that, for the first time in my 25-year career, addressing inequality hasn’t just been an aspirational conversation that we never seem to get to. Instead, we take actions and build a movement every day to improve the work life of our members, which also allows us to advocate better for our patients. Working in healthcare – and being a part of SEIU Healthcare 1199NW – lets me center my personal and professional values of kindness and care for others.” – **Sile Grace-Matsui, Social Worker, Executive Board Member**

