



A Legacy of Unity, Strength, and Workplace Standards at Providence St. Peter Hospital

Investing in our 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.

In 2003, Service workers at Providence St. Peter formed their union. At the time, staffing was dangerous and management was moving workers from one job class to another without bargaining or doing a rebid. They were discarding injured workers and there was no accountability. Wages were significantly below market wages. The hospital was even hit with a major \$45,000 fine for "willful and serious" safety violations L&I after workers were injured while cleaning up a formaldehyde spill. But through our unity, we've made St. Peter a better and safer place to work and receive care.

▶▶ The union difference at Providence St. Peter

Throughout our history we have always taken unified actions like sticker ups, petitions, marching on the boss, and informational pickets. In 2009 and 2013, community allies and politicians stood with us in our unfair labor practice strikes.

We've always fought hard in bargaining to make sure that the standards of patient care are well-respected and up to the top. Some of our wins include:

- ✓ Raises to be able to live a dignified life to recruit and retain staff
- ✓ Sick leave protections
- ✓ Access to the 1199NW Multi-Employer Training Fund to advance our careers and build our lives



"There is a lot of security and stability in having a union. We have the ability to fight to all get a fair share. The raises we have won from fighting together are fundamental to living a dignified life and recruiting and retaining coworkers. Winning the Training Fund has opened up so many opportunities for members to advance their careers and build their lives. We have fought to protect our sick time to allow our members to better care for themselves and their families. Our union fought hard to build a pathway to safe staffing legislation which will pay incredible dividends in the years to come by helping to keep our patients safe and help with caregiver retention in our workplaces. Having a union has allowed us to stand together, hold management accountable and fight for dignity and respect in the workplace with benefits that spill over into our personal lives as well." – **Desmond Ellis, EVS Tech**

I'm proud of the many wins we have fought hard for over the years at St. Pete's, including the Training Fund which allows us the opportunity to advance our healthcare careers. Coming together in our union means affordable healthcare for me and my family. Our unity has our back in good times and bad. I would hate to think of a St. Pete's without 1199NW!
– **Lonnie Pitts, HUC**





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