



A Legacy of Unity, Strength, and Workplace Standards at Community Health Care

Investing in our strength as a union is the only way to continue to take on healthcare administrators who make unilateral decisions, to keep standards high, and to ensure we're a union where every member belongs and thrives.

▶▶ The union difference at Community Health Care

Wage Increases

- ✓ In bargaining we fought for wage increases that would help CHC keep up with the market.
 - All steps on the pay scale went up by 3% effective December 1st.
 - Make sure to check your checks to see that you got your raise and reach out to a delegate if you think there is an issue with your pay!



"Yearly across the board wage increases are not just financial rewards; they symbolize the culmination of dedication and hard work demonstrated by union employees. The success of our negotiations over the past year is a testament to our firm commitment to progress and fairness here at CHC."

-Nathan Durnin, MA, Hilltop



Protecting our health insurance

- ✓ When we heard CHC was considering a last-minute change in our health benefits we were ready to take action with a unity petition.
 - Our Labor/Management Committee met with CHC and made it clear that now was not the time to change our benefits.
 - Management heard us and has announced we are maintaining our current Kaiser plans for 2024. We didn't need to deliver our petition this time, but our solidarity is what helps us win.

"I have had the same health insurance for 27 years and have used it for serious procedures, most recently bilateral eye surgery in August that still requires treatment from specialists. If we had changed insurance plans I would have lost access to critical care. We made our position clear to management and they listened."

- Emerita Espinoza, Community Health Worker



Enforcing our new float language

- ✓ We won float pay language in our contract for workers who work outside their normal assigned clinic.
- ✓ But recently, management tried to deny CHW's float pay that they qualified for.
- ✓ We fought back and won retroactive pay for those who floated! If you feel you have been floated unnecessarily or were denied float pay, contact your delegate.



"I'm so grateful to work at a Union workplace where we have good benefits, job security, and a tool to bargain with the employer collectively. Because of our union, management actually has to listen to us and be accountable to the terms in our contract. Before I worked at CHC I worked at a non-union private practice clinic where they could fire us without notice. Our union, 1199NW, stands for compassionate care for patients, good working conditions and equity."

- Michelle Melendez, Medical Receptionist, Spanaway