

We Stand United Against the Freedom Foundation and the Anti-Union Billionaire Bullies Who Bankroll It



Their Agenda: Weaken Our Union and Destroy the Labor Movement. We Won't Let Them!

Many of us have received emails, letters and postcards from the Freedom Foundation containing misinformation about the values of our union and urging us to "Opt Out" of union dues. But we won't be fooled by their fishy attempts to weaken us. We know that this organization is an extremist political project funded by right-wing billionaires who view the power we as workers gain through our union as a threat to their profits.



Who is behind the Freedom Foundation?

The Freedom Foundation is in the pocket of corporate billionaires like Charles Koch, Lynde and Harry Bradley, and many more like them. The Foundation's goal is to boost corporate interests by driving down wages and taking down our benefits and retirement.

The Freedom Foundation is using a common strategy that the wealthy use to weaken worker power: divide and conquer. If healthcare workers stop paying our union dues, we will be less powerful at the bargaining table – that's what these billionaires want!

Because we have our union, we can count on protections in our workplaces that we wouldn't have otherwise. Let's stand strong to protect ourselves, our families, and our communities from this blatant display of corporate greed.

What we win by standing together in our union

- ✓ The strength and collective power of 33,000 healthcare workers united in SEIU Healthcare 1199NW
- ✓ The right to bargain our collective bargaining agreements and have a seat at the table where decisions are made
- ✓ Wage increases on our anniversary in addition to cost-of-living raises every year – often multiple times per year
- ✓ Work-life balance and protections against mandatory overtime
- ✓ Participation in staffing committees and a say in staffing decisions
- ✓ Funding for continuing education and training to advance our careers
- ✓ The power to advance pro-worker legislation through our Healthcare Leadership Fund
- ✓ And so much more!

What we win through the Freedom Foundation if we drop our union dues

crickets

The Freedom Foundation is a pro-corporation, anti-worker organization that is not looking out for us. They want us to "Opt Out" of living wages, good benefits, and retirement security.

What you can do to stop the attacks:

It is not appropriate that our work email accounts accept emails from an outside special interest organization. For those of us who are public-sector employees, such emails represent state resources used for political purposes. If you receive an email from the Freedom Foundation, sometimes under the guise of “opt out today,” take the following steps:



- 1 Copy/save that email to your desktop.
- 2 Send the email as an attachment to your employer’s Labor Relations department and IT and ask that all emails from that sender be blocked across the system.
- 3 Notify your union organizer.

This union, our union!



"Make no mistake, being a union member is crucial to protect our voice and build our strength. Membership and participating in union activities matters! Our unity has led to historic wins for our members and better staffing for our patients. These wins would not be possible without us standing in solidarity while advocating for our patients. We must continue building our strength and protecting our voice, and our patients. That's the union difference! "Opt Out Today" and the Freedom Foundation have a goal of cheap labor, reduced retirement benefits, and healthcare for the wealthy only. Don't let them fool you." **Cara Alderson, RN, Cherry Hill**



"We won't allow an organization like the Freedom Foundation – whose goal is for us to work more for less – weaken our union. I will always be a full dues-paying member of our union because as workers, we have to stand united in order to win wage increases and important changes to our workplaces. Our unity gives us the resources to fight employers who have billions of dollars. The cost of running our organization has gone up as much as the expenses we all experience in our lives. If we reduce our dues, we are limiting resources we need for contract campaigns, fights to keep our jobs safe and staffed and other crucial programming. Our Swedish wages and benefits, and all future wage increases and benefits, are won by standing together across job classifications at Swedish. Weakening our union only benefits our employer!" **Sheryll Valdez, Senior Pharmacy Technician, First Hill**



"The Freedom Foundation is here to attack the rights of working and strip us of our power by busting the unions. They are backed by billionaires and multi-millionaires and offer no guarantees when they say you need to opt out of your union. It is even more imperative now that we need to stand together and ensure we have solidarity because that is the power that we have to continue to be strong. We need the power for collective bargaining to continue to fight for patient safety, livable wages, and affordable healthcare! Without a strong union we cannot win what we need for our patients and families. Most of all, we would be powerless to fight the very wealthy who don't want to give us what we deserve. Think about it, why do you think they're spending millions of dollars to bust the unions? The Freedom Foundation does not have our backs nor our best interests. Let's stand together and fight back to ensure we have a brighter future and we leave the union we have stronger than when we found it!" **Carol Lightle, RN, Issaquah**



"It's crucial to understand exactly who the Freedom Foundation is. They don't help employees, they are attacking our union and our benefits and wages are at risk. If we aren't unified, we don't have a secure job. Our future is at risk if we fall for the Freedom Foundation's lies. We are the ones who can fight back and stand up against this Foundation. We need to stand together, we need to stay united!" **Carmencita Smith, EVS Tech, First Hill**

ROBERT (BOB) WICKER, VP OF FREEDOM FOUNDATION:

Against Roe v. Wade, opposes affirmative action, against climate change. Opposes immigrants, supports confederate flags, opposed investigation for insurrection.

BRYAN MINNICH, VP: A right-wing supporter, wants to end all unions and vote against Janus, used to be assistant to Mitch McConnell.

TOM MCCABE: He wants to "dismantle the working class power" (those were his words), works with right-wing allies, opposes LBGTQ rights, derogatory against women.

CHARLIE CONNOR, CHAIRMAN AND BOARD MEMBER, OWNER AND PRESIDENT OF CONNOR HOMES: He supports policies that gut workplace safety. Wants to strip environmental laws. Works closely with white supremacist orgs. Against LBGTQ rights.



"These are the people that they want us to listen to, to opt out against us. When you opt out, you are supporting the Freedom Foundation. You're supporting all that they support and against everything we have fought for - LGBTQ rights, safety for employees, the power we have at work, women's rights, people of color, and OEI (organizational equity and inclusion). They don't stand for any of these. When people opt out, they are opting out because they're listening to the Freedom Foundation. They're opting out to have their rights removed, and everybody's rights removed, including their safety at work. Me as a woman, a Black working-class woman, there is no way I would back anything they say. To do this is not only disgusting but is belittling. You're diminishing your power to give it to somebody else because you don't want to pay a couple of dollars." **Val Howard, Telemetry Tech**

Our strength during bargaining in 2022 led to historic wins

We won the largest wage increases ever at Providence Swedish!

Our historic agreement in 2022 included:

- ★ Some of the largest raises in the area
 - An across-the-board total of 21.5% or \$6.50, whichever is higher, for the life of the contract
 - Coming up October 1, 2024: 4% or \$1/hour (whichever is higher)
- ★ Market adjustments for specific jobs to be competitive with area hospitals
- ★ Year-for-Year Credit for Experience for everyone!
- ★ Premium increases
- ★ Incentive shifts
- ★ Bonuses

Coming up this month: Appreciation bonus

Those of us who were working here at the time of contract ratification, September 20, 2022, will receive a \$1,500 appreciation bonus in the first full pay period in April, landing in the April 26 paycheck. This bonus is prorated by FTE, with per diem workers getting a \$375 bonus.

Next steps: We're not done winning!



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Labor-Management updates

We have more work to do to keep raising standards at Providence Swedish. The work doesn't stop when a contract is ratified, and that is why we're showing up and sticking together to win even better standards ahead of our next contract negotiation. In unity we have POWER!

- ★ **Kronos and second meal bargaining.** We are getting close to finalizing our MOUs. Our bargaining team will be meeting with management again on May 21 and June 5.
- ★ **Healthcare benefits changes and our notice to administration.** We have sent a cease and desist notice to all Providence facilities where workers are represented by our union. We are awaiting the results of our information request to help guide us on next steps. Bargaining dates are pending.
- ★ **AI program Protenus.** Providence has implemented the third-party AI program Protenus to track us and our work. Since the implementation, a few of our coworkers have been brought in for investigations around HIPAA concerns. We have sent a cease and desist notice along with an information request. Bargaining dates are pending.
- ★ **Incentive shits at SMC and SMC-E.** The employer has informed us of their intent to end the incentive program on August 24, 2024. We have been successful in extending it from June 23, 2023, but we need to continue holding Providence accountable. We are sending an information request. Look out for actions to join soon!