



# When we stand together, we accomplish more!

## Training Fund Updates

The 1199NW Multi-Employer Training Fund welcomes new members from Providence Hospice and Home Care of Snohomish County! You are now eligible for Training Fund programs and services.

The TF offers education and career advancement programs so that you can develop your skills, advance your career, and improve your professional opportunities. Please fill out our online member application to access available academic and career navigation services.

### Access the PHHCSC Training Fund portal:

**Welcome to the Training Fund!**

**Use your Training Fund benefits to build your career:**

- Career & education counseling
- Professional Development & Continuing Education Units
- Support services
- Tuition Assistance
- and more!

**Your Tuition Assistance application deadline: July 31**  
*(for Fall 2024 quarter)*

- \$3,500 or more each year reimbursement or vouchers
- Covers tuition, books, other fees for approved certificate and degree programs

Annual Tuition Assistance Deadline: October 15  
(for 2024-2025 academic year)

**LEARN MORE**  
Virtual Info Sessions  
July 23rd, 6-7 pm  
July 27th, 9-10 am

**REGISTER**  
Scan QR code or visit  
[bit.ly/TF-PHCSC](https://bit.ly/TF-PHCSC)

[www.healthcareerfund.org](http://www.healthcareerfund.org) | (425) 255-0315 | [members@healthcareerfund.org](mailto:members@healthcareerfund.org)

## Virtual Info Sessions

Attend a virtual info session to learn more about the Training Fund and benefits and services available to you!

**Training Fund Virtual Session: Welcome PHHCSC**  
Tuesday, July 23rd, 6:00pm–7:00 pm

Join here



[1199nw.org/3Y9TNX8](https://1199nw.org/3Y9TNX8)

**Ongoing: Training Fund Virtual Info Sessions**  
Every Saturday, 9-10am

Join here



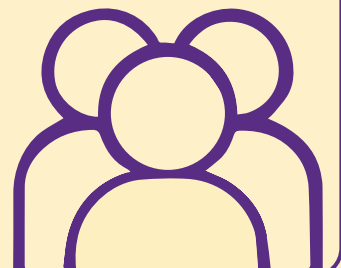
[1199nw.org/3y447W0](https://1199nw.org/3y447W0)



"I highly encourage PHHCSC staff to use the Training Fund. I personally benefited from it. I was an LPN for 25 years. It was a struggle going back to school again but I did it with their help. There were 15 of us in my group, some of us LPNs and some were CNAs. We all have our RNs today. Some even went on to get a BSN and ARNP. I am so thankful for the Training Fund. It was a game changer for me." **–Sarah Taylor, Hospice After Hours RN**

## Hospice Low Census Updates

Hospice has been experiencing low census now for months and in the late spring management reached out to first the Chaplains and then the Hospice Aides to tell them that they were going to be impacted by these changes. Both the Chaplains and Hospice Aides met with management to discuss the proposed changes to their schedules and workloads. We had productive conversations with management agreeing to changes after hearing from the frontline staff their concerns about the proposed changes. The Labor Management Committee members are planning to meet with management later this summer.



# Because of our unity, Chaplains and Hospice Aides will not be required to take mandatory low census



"When our chaplain group was told we were going to have to be on low census for a week at a time, we remembered we have our union for support and have the power to ask questions and asked for the equality of one day at a time like the RNs. When management came back and said they didn't have a way to make it fair they canceled the low census! Back in the days before we had a contract, we didn't have options and would be losing wages...or burning through hundreds of hours of PTO. Because of our union we keep our hours and have a voice. As the breadwinner in my family, it changes everything." **-April Frazier, Hospice Chaplain**

## Market Adjustments in August

As part of our 2023 bargaining, we won wages that keep up with area competitors and the cost of living. In April, we all got an across-the-board wage increase of 3% and now on the Friday, September 13, 2024 paycheck, one year following our August 25, 2023 ratification, the following jobs will get an additional market adjustment:

- Chaplains **3%**
- Clinical Asst **3%**
- Home Health Aides **7%**
- Hospice Aides **7%**
- LPNs **5%**
- Schedulers **3%**



"With our last contract, with across-the-board raises as well as the market adjustments, I am finally in a financial place where I am not wondering if bills will be paid on time and in full. I am looking forward to the next market adjustments which come in our Sept paycheck for PNs, HAs, chaplains, CCAs and Schedulers. I'm so excited that we won this and are being paid per market standards. Thank you for standing with the bargaining team. We prove together we are stronger!" **-Milli Uzoma, Hospice LPN**

## Why is voting in the WA Primary Election important as a union member?

By voting, we help elect candidates who support healthcare and worker-friendly policies and protect our rights. Elected officials make decisions that directly impact us and our work. Voting allows us to have a say in these decisions.

When union voters turn out, it amplifies our voices in the political process which leads to policies that benefit us and our families. Electing labor champions means electing leaders who understand and fight for our concerns at all levels of government! Our endorsed candidate for governor in 2004, won by only 129 votes; your vote matters!

**Get your ballot in the mail or a ballot box by 8pm on August 6.**

Scan the QR for our list of endorsed candidates:



[1199nw.org/politicalaction](https://1199nw.org/politicalaction)



[1199nw.org/468MFMC](https://1199nw.org/468MFMC)