



We are standing up to Providence: For ourselves and our patients

We want to acknowledge that the joint venture of our facilities is a very difficult situation and can cause a wide range of emotions. We are united in our commitment to hold Providence and Compassus accountable.

As we continue our commitment to providing exceptional care to our patients and community through our home health and hospice services, it's important that we are all aware of the ongoing efforts to hold Providence accountable in this joint venture.

Who is Compassus?

Compassus is one of the largest home-based care providers in the country. The Brentwood, Tennessee-based company provides home health, hospice, palliative and home infusion services across more than 250 locations in 29 states. Compassus employs more than 6,000 people. It is backed by the private equity firm Towerbrook Capital Partners and Ascension. Compassus was bought by Ascension Ventures and Towerbrook Capital Partners in 2019.

Steps we have taken so far:

1. Our first priority is to ensure that the Employer follows all stipulations outlined in our contract. We are working diligently with our legal team to ensure that management is following our Contract Bargaining Agreement (CBA). It is important our rights are protected and that the terms of our bargaining agreement are upheld.
2. We have sent a cease and desist letter notifying management to stop all efforts and that we demand to bargain.
3. We submitted a RFI (request for information).
4. Our research team is looking into the regulatory process for Washington as well as the other states impacted by the joint venture (Alaska, California, Oregon, and Texas). We know that in Washington all companies must submit a request to the Attorney General when there is a planned merger, acquisition, or purchase.
5. Initiating membership meetings. These discussions will serve as a platform to address the venture and bargaining, share concerns, get updates, and collaboratively come up with an action plan.



“Unimaginable power is forged by our decisive unity. Together, we accomplish amazing, life changing results. This is the power of our union! United we stand!”

– Anthony Harris-White, RN

Bargaining items as a result of the Joint Venture

- Employee retention
- Benefits and pay such as retirement, 401K, PTO, Paid leave, Sick leave, EIB, Healthcare etc.
- Snohomish and Sound bargaining together
- Productivity and case loads
- Successorship language to ensure that the purchaser will continue to perform the contract and to prevent the other party from denying what was promised
- Training and education, including the 1199NW Multi-Employer Training Fund



“As healthcare workers we are committed to advocating for our patients and the communities we serve. This includes holding the employer accountable not only to our contract but also to the ethical standards expected in home health and hospice care. We are prepared to take necessary actions, including organizing and mobilizing our community, should management fail to meet our expectations.



We are patient advocates, and we are committed to standing up for our rights and the rights of our patients in this joint venture!” – **Jane Hopkins, 1199NW President, and Yolanda King Lowe, 1199NW Secretary-Treasurer**

Update: Payroll deduction error

Providence has made errors in union dues in the second pay period of September and October. Instead of fixing the error, which they said they would do by deducting the overage paid in this current pay period, they made a mistake again. We are filing grievances for all bargaining units to make sure they fix their errors and make every caregiver whole. If you have been impacted let your delegate or organizer know.



Join us Thursday, November 21

from 6:30–7:30pm for a membership meeting to hear about updates and new information.

Scan the QR for the Zoom link:

