

It's time to take action for our contract!

We entered bargaining with the goal of raising our standards and benefits so our patients can receive the best quality of care at Sound! We are not wavering from our goals! We have taken actions to show our solidarity and unity with our bargaining team by wearing stickers, writing personal stories of the impact of the merger, signing unity petitions, and most recently an action vote to authorize bigger public action!

At our last bargaining session on September 10, 2025, our union's Executive Board leaders from Providence St Pete's Hospital joined our table to stand in solidarity and to show Providence we are one team! We continue to stand on our values that we are one union and want one standard for all.

Our union Executive Board members from Providence St. Peter joined us at Compassus



Lonnie Pitts, HUC



**Adam Swigert, Cook,
Food & Nutrition**

Where do we stand at the bargaining table?

Union Proposal	Sound Proposal
Compensation <ul style="list-style-type: none"> Wages/ATBs <ul style="list-style-type: none"> Initially, year 1 is 22% Year 2, 9% Year 3, 9% 	Compensation <ul style="list-style-type: none"> Wages <ul style="list-style-type: none"> Year 1, 2% or 4% depending on job class, Year 2 3% Year 3 3%
<ul style="list-style-type: none"> Premium pay Shift differentials Standby pay Preceptor Pay Lead Pay Low Census Fund Compensation for employees participating Union Negotiations 	REJECTED
Successorship	If we are going to sell, we need to be able to sell, management wants workers to sort out your terms and conditions of employment with whoever they sell the business to.
Maintenance of Benefits (Healthcare) <ul style="list-style-type: none"> Protect the level and cost of healthcare benefits we had with Providence. 	REJECTED
EIB to Sick pay	REJECTED

Holiday and Holiday pay	REJECTED
Union Leave • Leave from work to work with the union for up to 6 months	3 months and employees to use a week of personal PTO before the unpaid leave would start
New Employee Orientation: 30 minutes on paid time for new hires	30 minutes and members can volunteer to do this on their own time
Joining the SEIU Healthcare 1199NW Multi-Employer Training Fund	NO RESPONSE

Management's proposals would keep us behind. Compassus taking over has diminished our quality of care and changed our benefits without bargaining over the changes. **We cannot accept reductions in our healthcare and benefits.**

The time is NOW

We had an overwhelming vote to take public action to tell Compassus we won't give in! A majority of us voted **YES** to show our unity and solidarity. We need everyone to come together for our action to be successful. We are caring for some of the most vulnerable patient populations and it is more important than ever to raise our standards so we can retain the workforce needed to care for them.

Informational Picket for a Strong Contract at Providence at Home with Compassus

Date: Wednesday, October 1, 2025

Location: 4200 6th Ave SE, 201, Lacey, WA, 98503

Time: 11am-2pm

Who are you bringing with you? Family, friends, pets are all welcome!

Additionally, we are holding a picket sign-making party on September 26 at the Lacey office at 6:00pm, please come join our bargaining team!

Scan this QR to RSVP for our informational picket:



<https://1199nw.org/4nxMsKs>

