

WE'RE TAKING ACTION FOR SAFETY AND QUALITY CARE AT EVERGREENHEALTH

A delegation of coworkers joined our elected bargaining team in delivering our unity petition with a supermajority of our signatures to our CNO Mary Schepler. We told her to share our bargaining priorities with CEO Dr. Ettore Palazzo.

WE PROPOSED:

- ★ Wage increases that keep EvergreenHealth competitive with the market and ensure that no one is making less than \$25/hour by the end of our next contract
- ★ Great benefits that we can count on so we can all be healthy and take care of our families
- ★ Joining the SEIU Healthcare 1199NW Multi-Employer Training Fund so that we can continue our education without breaking the bank
- ★ A strong union voice at EvergreenHealth in Kirkland and at the satellite campuses



"We are strongest together and it's important that we show up for one another. Participating in delivering our petition to admin offices was a great way to show management that we won't be divided." **-Ron Betrix, Answering Services, Delegate**

MANAGEMENT'S PROPOSALS FALL SHORT

Meanwhile, back at the bargaining table, management brought their initial counter proposals. In their package, we have already reached several tentative agreements including recognition for the Cancer Support Services Social Workers who joined our union last year and increasing the layoff notice period to 30 days in both of our contracts. While it's great that we are already finding some common ground, we remain far apart in other areas. Management's initial wage proposal leaves us short of our goal of a minimum wage of \$25 per hour and would extend the Service contract a year longer than the Social Workers and Chaplains. They have also introduced some big takeaways that would directly target our union strength. **We must stay vigilant in letting management know they will not divide us.**



"We are working together to secure better premiums and fair contracts for everyone. We will not be accepting any takeaways! We are all Evergreen and we deserve 5 stars of appreciation!" **-Rosa Santana, ED Tech, Delegate**



"We presented a flatter wage scale for Social Workers and Chaplains. It's a matter of equity. We want similar pay for similar work." **-Sile Grace Matsui, Case Manager II, SEIU Healthcare 1199NW Executive Board**



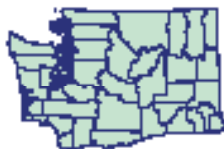
WE TOOK ACTION

Not only did we take action in the workplace, but we took action in the streets. On Saturday October 18, SEIU Healthcare 1199NW members across the state and Montana took part in the No Kings protest, standing up for our rights as working people and against the cuts in the Big Beautiful Bill that will devastate our hospitals.



“Solidarity is the power of the union. Working people advocating for and with each is what drives sustainable change, but our workplace is not the only place we can use this power. Solidarity is also the power we use at rallies, protests, and at the ballot box to make our neighborhoods, cities, communities and state better and safer for us all.” **–Rachel Douglass, Chaplain, Delegate**





WASHINGTON

VOTES

TUESDAY, NOVEMBER 4

General Election 2025

4

NOVEMBER

2025

WE VOTE FOR OUR UNION.
WE VOTE FOR OUR CONTRACTS.
WE VOTE FOR OUR DEMOCRACY.

Update or Register to Vote

1877myvote.wa.gov

Our Union's Endorsements

www.seiu1199nw.org

- ✔ When we come together and VOTE, we can elect representatives who will champion our issues by standing with us on the picket line and in the halls of our legislature!
- ✔ Ballots must be postmarked by October 31st or dropped in a ballot drop box by 8pm.