

★ Union Pride in '25 ★



"We spent most of 2025 fighting day in and day out for better wages and a better hospital. I'm proud of what we all accomplished together." -Ramon Castellanos, Respiratory Therapist



After 23 bargaining sessions, countless actions, an informational picket, and our 5-day strike, we won the best contract possible in 2025.

January Picket



April Strike Vote



May Strike



Further Action including Rallying at City Hall, Flying at Community Events, and sending a Delegation to Vancouver



Contract Ratification

Contract Highlights:

We won 5 raises over 3.5 years, totaling 14% -34% and a commitment to getting our lowest paid coworkers up to \$24/hr by 2028.

In 2025, we won new contract language to help keep us safe at work.

"7.14 Workplace Violence Prevention. (TA 3.27.25) *The Employer is dedicated to ensuring a safe and nonviolent workplace for all employees. To uphold this commitment, the Employer has a Workplace Violence Committee and maintains a workplace violence policy and a workplace violence prevention plan that includes a thorough risk assessment and analysis, strategies to reduce identified risks, incident response procedures, and employee training requirements. The Employer is committed to security guard staffing suitable to the needs of the hospital, considering unique circumstances with patient populations, patient flow, and providing timely response in the event of Code Gray events."*



Inside Our New Raises, Premiums, and Differentials



"Just because PeaceHealth agreed to it in the contract, doesn't mean they are following it. It's up to all of us to know our contract and check our paystubs. We are strongest when we all advocate for one another." -Ryan Whaley, Telemetry



- You should see the mid-year raise on your January 2, 2026 paystub.
- Are you on the proper wage step? You should receive a raise for every completed year of service.
- Are you receiving the proper differentials and premiums we won when we ratified our new contract in August?

If you think there might be an error, the first step is always to bring it up with your manager and then take out a ticket in MyHR. If it still isn't resolved, get in touch with your delegate to discuss filing a grievance.

Inside Our New Raises, Premiums, and Differentials (Continued) →

Raise schedule:

- Yr 1, Raise #1: September 12 paycheck - 3%-13.2%
- Midyear Yr1, Raise#2: Jan 2, 2026 paycheck - 2%-7%
- Yr 2, Raise #3: July 3, 2026 paycheck - 1.5%
- Yr 3, Raise #4: August 2027 - 3.5%-4.72%
- Yr 4, Raise #5: August 2028 - 4%-12%



Premiums and Differentials:

- Evening Shift Differential Increased from \$2.50 to \$3.50/hour
- Night Shift Differential Increased from \$4.00 to \$4.50/hour
- Standby Pay Increased from \$4.75 to \$5.00/hour for all hours under 40 per pay period
- Lead Pay Increased from \$2.00 to \$3.00/hour
- Float Unit Differential Increased from \$1.50 to \$1.75/hour
- Floating Outside of Float Unit Differential Increased from \$1.00 to \$1.25/hour

We may not be bargaining for a new contract anymore, but we haven't stopped holding PeaceHealth accountable:

- This past fall, we won tens of thousands of dollars for imaging leads who were held behind on their wage steps.
- We ensured PeaceHealth followed the law and our contract when it comes to layoffs in Central Supply as well as restructures in Echo and the Cath Lab.
- We held our largest Delegate + Leadership Assembly to date earlier this month!



WE are the Union!

What is a member-led union?



"A member led union means there is no SEIU superhero or mobster or lawyer who is going to swoop in and save us from being disrespected in the workplace. WE are the members, and WE are the ones who support and save ourselves. Our union is only as strong as we make it, and it takes all of us to keep moving forward. Our strength comes from advocating for each other, knowing our contract, being familiar with our contractual and legal rights, and continuing to strive for the workplace that we all deserve." -Robin Growden, Lab Assistant

What is a grievance?

Any time the employer violates our contract, we have a right to file a grievance within 20 business days of when we could have known about the issue. For example, if management isn't paying the proper wage or premium, we could file a grievance to correct the action.

What is progressive discipline and just cause protections?

"Article 7.3 Discipline or Discharge. Discipline or discharge of non-probationary employees shall only be for just cause. Just cause shall include the concept of progressive discipline."



"Before we had a union at PeaceHealth, anyone could be fired on the spot without proof, documentation, or warnings. Now, we have just cause and progressive discipline because of our union. This means that PeaceHealth has to have a reason to discipline an employee and the reason must be just and fair. It also means you need to progress through the disciplinary steps and be given opportunities to receive feedback and improve." -Eva Mohorovich, Pharmacy Tech

What are Weingarten Rights?

Weingarten Rights are our legal right to union representation during investigatory meetings with management. Here's what to tell your manager to ensure you have a union representative with you: "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or delegate be present at this meeting. Without representation present, I choose not to participate in this discussion."

How do we keep our union strong?



"The way we build the strength of our union is one relationship at a time. Building solidarity with your coworkers means understanding the issues that are important to each other and then working together to address them through collective action." -Amber Dolbin, Communications Operator

1. Become a member of the union and the healthcare leadership fund →
2. Get to know your delegates or consider who are the right people to represent your unit
3. Get in contact about getting involved with one of our new Union Working Groups:



hifseiu1199nw.org

Media and Messaging: Do you have ideas for what should be included in our next bulletin? Do you want to help start a union TikTok? Join a team of your coworkers in putting together media and messaging to keep

Member Engagement: Interested in planning a family friendly union wide picnic in the park? Have other ideas for bringing union siblings together to build community? All ideas are welcome, join us!

"Now that we aren't bargaining for a few more years, we can focus on building up our strength by getting more delegates involved, getting everyone informed and connected to the tools and benefits the union has to offer, so that next time we are bargaining we can be unstoppable." -Billy Reeves, Lab Assistant

