



ACROSS SOUND AND SNOHOMISH, WE'RE PUSHING COMPASSUS TO DO THE RIGHT THING



Bargaining with Compassus is heating up in both our Sound and Snohomish chapters. We have made progress in some areas, but management is still falling short in the critical areas we all identified in our unity petition:

We, the undersigned Providence at Home with Compassus Sound and Snohomish employees, stand united for contract standards that will enable us to provide the very highest standard of homecare and home hospice in our communities. We do the hard and dangerous work to visit patients who live remotely and require home and hospice care at all hours of the day and night.

We believe even the most vulnerable patients deserve dignified care. Access to basic hygiene and regular baths is a human right. We will not reach an agreement until Compassus meets these contract and patient care standards:

- We need wages that enable our units to recruit and retain skilled and experienced employees in all disciplines.
• A wage correction system that will ensure all employees are paid properly and mistakes are fixed quickly.
• Medical, Dental and Vision Benefits that protect the standards offered by Providence, so we can afford healthcare for our families.
• A commitment not to reduce Retirement Benefits during the life of our contract.
• A commitment that any sale or transfer of the business will protect our union contract standards.
• A commitment to ensure monthly Labor-Management meetings that will address: employee and patient safety, access to medical supplies for patients, productivity issues, staffing levels and all other relevant issues.

These are the priorities we need addressed in order to provide the standard of care our patients deserve. We are prepared to take public and legislative action that will demand that Compassus follow the law, offer dignified patient care and settle a fair contract with employees.

WE STOOD TOGETHER AND SHOWED SOLIDARITY BY SIGNING!

Aaron Johnson, RN
Alise Quynle, RN
Amber Wright, RN
Ana Morales, Hospice Aide
Andre Hasuda, RN Case Manager
Andrew Toop, SLP
Anne Ewald-Lambert, RN
April Frazier, Chaplain
Barbara Grady-Adams, Bereavement Coordinator/Counselor
Bianca Sanon, RN
Brianna Floyd, Scheduler
Brooke McIntyre, CT
Chelsea Kell, Hospice Aide
Christina Carr, Hospice RN
Cindy Pressey, Admissions RN
Debbie Blair, PT
Deborah Goebel, RN
Dessany Rudy, HA
Emma Chen, Physical Therapist
Escal LeMaster, LPN
Florence Genova, Occupational Therapist
Geoff Sinarado, Occupational Therapist
Greta Gantley, RN
Jackie Caspary, CNA
Janica Iglesias, Physical Therapist
Jenny Patty, Coia
Jhen-Cl Liao, RN/CM
Jo Seaver, RN CWCN
Joel Flake, Occupational Therapist
Joy Daniels, RN
Kari Kelly, RN/CM
Kathryn Squires, Registered Nurse
Kayla Elmore, Hospice After Hours RN
Kerry Lewis, RN
Kimberly Hershaw, CNA
Kristin Connor, RN Nurse
Lanice Sampson-Hall, RN
Laura Brown, LPN
Leslie Feltz, Medical Social Worker
Linda Darkhand, Staff RN
Loren Peters, Chaplain
Madeline Elder, MSW
Marta Ruiz, RN
Martha Leonard, Palliative Care Social Worker
Melissa Neyman, LPN
Michael O'Brien, Physical Therapist
Michelle Massey, LICSW Social Worker
Michelle Klug, TC
Mireul Latino Andrade, RN
Nathan Kennel, PT
Neneh Jallow, RN
Padmapriya Indukur, PD Physical Therapist

Adele Boomer, Physical Therapist
Amanda Franklin, CNA/Home Health aid
Amy Lankens, CT
Ana Sabales, Physical Therapist
Andrea Umayam, Speech language pathologist
Angela McGhee, RN
Annie Pitney, Physical Therapist
Arisa Nogler, RN
Barbara Martin, RN
Bintou Sanneh, RN
Brita Sutton, RN
Cabriti Arturo, MSW
Cheryl Harper, Administrative LPN/Back office Nurse
Christopher Spaccarotelli, OT
Claudia Gomez, Patient Care Coordinator
Debbie Horberger, OT/PA
Debra Bolino, MSW
Elizabeth Phlips, RN
Erik Young-Brown, COTA
Faith Kinywa, Hospice Aide
Frieda Michele Otto, RN X
George Reed, Chaplain
Hannah Bautista-Viermes, PT
Jane McKenzie, Staff RN
Jennifer Aguilar, LPN
Jerika Miller, RN
Jill Ramsom, TN
Jordan H, PTA
Jovetena Velasco, RN/CM
Justin Hickman, LPTA
Kathy Thorne-Sereserusa, Scheduler/TC
Kelley May, RN
Keronya Eida, PAH-RN
Kristi Perko, Physical Therapist Assistant
Krytte Imboden, CNA
Leticia Struck, RN
Leah Henderson, Admit RN
Leslie Feltz, Medical Social Worker
Lisa Hong, Physical Therapist
Lynne Warnock, RN
Madi Jones, MSW
Mariana Samayoa, CNA
Mary O'Leary, RN
Melody Watson, Physical Therapist
Michael Tasson, Physical Therapist
Michelle Jayob, PT
Mile Monurek, Now
Molly Weirauch, Distribution Tech Lead
NidyaFatah Jammah, HA
Nicola Czani, Speech Language Pathologist
Pamela Crayne-Smith, Pediatric Case Manager RN

Alexandra Hardenbrook, CNA Hospice
Amber Endicott, Hospice RN
Amy Wetzel, RN-Per Diem Home Health
Andra Audet, POC
Andrew Bree, Chaplain
Ann Smith, Registered Nurse
Anthony Harrie-White, RN
Bakemo Conlath, HA/HA
Benjamin Miller, Patient Care Coordinator
Brenda McGarrity, Hospice MSW
Bromwen Zavala, After Hours RN
Carmen Robinson, RN
Christa Meyer, Physical Therapist
Christie Connelly-Johnson, Registered nurse
Cynthia Alcorn, PTA
Debbie Heindl, RN Case Manager
Dena Morano, RN
Ellen Santella, RN hospice retired but still supporting my coworkers
Erika Generoso, Physical Therapist
Flaer Alexander, Physical Therapist
Genevieve Monahan, Home Health RN
Gilbert Yappucco, Physical Therapist
Heather Melucci, CNA
Jay Halverson, RN
Jennifer Garcia Navarro, Speech Language Pathologist
Jessica Marble, Scheduler
Jill Meyers, Bereavement Coordinator
Josephine Olseno, Registered Nurse
Jovetena Velasco, RN/CM
Julia Munro, RN
Katherine Wimbrinck, Bereavement Counselor
Katy MacGregor, Occupational Therapist
Kelly Burke, RN
Kim Staufenecker, Team Assistant
Kristin Johnson, PT
Lamin Ceesay, RN Case Manager
Laura Moldovan, RN
Lee Thompson, RN
Linda Brindson, Registered Nurse
Lisa Johnson, RN
Ma Cecilia Asia-Muhaj, PT
Maggie Sage, RN
Marta Antonowicz, Physical Therapist
Melissa Klein, Social Worker
Meranda Connor, Patient Scheduler/Team Coordinator
Michelle Jaycob, PT
Michelle Crowell, Bereavement Counselor
Mildred Palmer, LPN
Mono Nhean, Occupational Therapist
Noreen Jallow-Avanta, RN/Back office Nurse
Nicole Grantham, MSW
Pawandhi Kaur, AH RN

Rowena Regala, PHYSICAL Therapist
Sang Truong, Physical Therapist
Sara Middleton, RN, RSN
Seth Rhode, Physical Therapist
Sheila Drew, CNA
Shelley Alden, Triage nurse
Sophia Risorio, Physical Therapist
Suzette Sweeney, RN/CM
Tappin Spence, Speech Language Pathologist
Tara Widmer, Social Worker
Timothy Pazler, Physical Therapist
Tracy Koudrinski, RN Case Manager
Veronica Vilanueva, Associate Volunteer Coordinator
Zoe Hank, RN
Rensia Buckley, Lpn
Ruth McMahan, RN Per Diem
Sara Siz, Speech Pathologist
Sasha Adams, RN, Per Diem
Shari Rice, HA
Sheila Benning, LPN
Sona Chadha, RN
Susan Stewart, Hospice Social Worker
Tanya Maderos, RN Triage
Terri Susan-Phillips, LPN
Tiffany Ruben, Social Worker
Toni Taber, RN
Vanessa Marquez, CNA
Wendi Joof, Speech Language Pathologist
Sarah Lange, Physical Therapist
Robyn Dougherty, Registered Nurse
Russell Howard, PTA
Sang Myung Lim, Chaplain
Sarah Taylor, RN After hours
SETH THOMAS, TATE, Hospice Nurse
Sheila Drew, HA
Shelley Samara, CNA
Stacy Younglove, RN
Tabitha Brown, Occupational Therapist
Teresa S. Clair, RN
Thea Barrios, PT
Tina-Jul, PTA
Vanessa Holloway, RN Case Manager
Vickie Berlich, Scheduler
Francis Joffroy, Registered Nurse
Rachel Vind, RN Case Manager
Rob Lester, Scheduler
Peter Maza, Physical Therapist
Rhiannon DeLong, RN
Penny Lawson, RN/CM
Releene Bassett, Occupational Therapist



# SNOHOMISH BARGAINING UPDATE

During December and January, our Bargaining Team delivered proposals addressing the bullet points in our petition and more. Management has not responded to most of our proposals yet. At Snohomish Bargaining on February 18 and 24, management delivered their opening economic responses.



“We know that everyone wants to see what is going on at the table. Please know that our Bargaining Team is standing strong behind our priorities. We do not expect to win everything we are asking for, but we cannot accept a contract that does not meet our basic needs. Compassus is coming in far behind where we need to land. Please ask me, any Bargaining Team member and/or come to our Town Hall Meeting on Wednesday, 3/18 at 6:30 p.m. for more details.” **–Milli Palmer, LPN, Delegate and Executive Board Member, SEIU Healthcare 1199NW**

Here is a breakdown of the economic articles we received responses in our last two bargaining sessions:

OUR UNION PROPOSAL	COMPASSUS OFFER
<p><b>Market-Competitive Wages.</b> These include needed Market adjustments, annual across the board increases by a percentage or dollar amount for the lowest paid workers.</p> <p>Across the Board Raise Opening Proposal:                      Year 1: 10%, or \$4, whichever is greater                      Year 2: 5%                      Year 3: 5%                      +Market Adjustments for everyone!</p>	<p><b>Below Cost-of-Living Raises.</b>                      Year 1: 2.5%                      Year 2: 2%                      Year 3: 2%</p> <p>No dollar amount raise for lower wage workers                      No Market Adjustments</p>
<p><b>Salary &amp; Incentive (S&amp;I) Raise.</b>  <b>We made proposals that would:</b></p> <ul style="list-style-type: none"> <li>● Increase the per-unit payment from \$60 to \$80.</li> <li>● Ensure that salaried employees get holiday pay for working holidays—just like hourly staff!</li> <li>● Travel: Decrease the mileage threshold from 600 to 400 miles.</li> <li>● Eligibility: Allow clinicians to close charts within two of your working days (rather than two working days you may be off).</li> <li>● Increase Unit Credit awarded for:                             <ul style="list-style-type: none"> <li>○ Precepting</li> <li>○ Oasis Start of care</li> <li>○ ROC</li> <li>○ Non-Oasis SOC</li> <li>○ Missed Visit</li> <li>○ Oasis Agency Discharge</li> <li>○ Reassessment</li> <li>○ Secondary Eval</li> <li>○ Lab drop-off</li> <li>○ Non-Visit/Agency Discharge</li> </ul> </li> </ul>	<p><b>Modest Raise. Overall reduction in eligibility for incentive.</b></p> <ul style="list-style-type: none"> <li>● Increase per-unit payment from \$60 to \$65.</li> <li>● No change to holiday pay.</li> <li>● No reduction of mileage threshold.</li> <li>● <b>Require submission of all charts by 10am the NEXT DAY for all types of visits.</b></li> <li>● Maintain all current unit assignments.</li> </ul>

**CONTINUED →**

# SNOHOMISH BARGAINING UPDATE (CONTINUED)

OUR UNION PROPOSAL	COMPASSUS OFFER
<p><b>Replace EIB with Sick-Safe Time.</b></p> <p>EIB banks are not compliant with current WA law. We proposed that Compassus roll all accrued EIB time into a Sick-Safe Bank that all workers can access on the first day of illness.</p>	<p><b>Takeaways.</b></p> <p>Compassus agreed to create Sick-Safe time bank with two reductions in benefits:</p> <ol style="list-style-type: none"> <li>1. They only want to make accrued EIB available for 2 years after the rollover.</li> <li>2. Reduction in Safe-Sick accrual to 1 hour for every 40 worked for ALL workers. This is the legal minimum. We currently have much better rates (up to 3.09 hours every two weeks) for workers with over 9 years at the agency.</li> </ol>
<p><b>Maintenance of Retirement Benefits.</b></p> <p>We proposed that Compassus maintain the rate of 401k contribution and agree not to reduce the benefits or raise fees we are required to pay from those required by Providence.</p>	<p><b>Reject.</b></p>
<p><b>Maintenance of Medical Benefits.</b></p> <p>We proposed that Compassus maintain the level of coverage and cost of benefits that we had with Providence.</p>	<p><b>Increasing Costs.</b></p> <p>Compassus is asking us to agree to up to a 12% increase in premium costs each year.</p> <p>They are offering no commitment to maintain the level of benefits we need.</p>
<p><b>Parental Leave.</b> We proposed that Compassus allow workers to combine their FMLA, Compassus Parental Leave and any PTO or Sick time available to cover a parental leave of up to 6 months.</p> <p>We propose to expand the definition of who is eligible for this leave to that recognized by WA FMLA. Employees would be eligible for leave following: birth of a child to the employee, spouse or domestic partner, or because of the placement of a child with the employee or domestic partner through adoption or foster care, during the first year after the child's birth or placement.</p>	<p><b>Legal minimum. Reduction in Benefits.</b></p> <p>Compassus' response asks us to accept the legal minimum protections, reducing leave eligibility to only that protected by FMLA.</p> <p>Compassus does not commit to protect the 1-month currently offered by the company.</p> <p>They do not agree to allow employees to extend their leave through a combination of FMLA, Sick-Time and PTO.</p>
<p><b>Certifications Eligible for Premium Pay.</b></p> <p>We proposed a list of 9 certifications that could help recruit and retain staff with language and specialty skills we need, including:</p> <ul style="list-style-type: none"> <li>-Medical Interpretation certification</li> <li>-Professional Chaplain Certification</li> <li>-4 specialty certificates for supporting Lymphodema patients</li> <li>-2 specialty certificates for Wound Care</li> </ul>	<p><b>Agree to add two certifications for for Wound Care RNs:</b></p> <p>CWCN: Certified Wound Care Nurse</p> <p>CWON: Certified Wound Ostomy Nurse</p>



“End of life care takes time. When profit comes first patients come second. Hospice care is about dignity, comfort and time. When we are told to do more in less time, our patients and their families suffer. Right now Home Health and Hospice Aides are paid 22% behind Providence Swedish CNAs. This wage gap, unrealistic workloads, constant pressure, paycheck errors, and a lack of support drives many CNAs and RNs to leave Compassus. We need to stand together for wages and benefits that will allow us to retain skilled and compassionate staff in all positions!” – **Debbie Hornberger, Hospice Aide**



“The unit assignments for our specific tasks matter because we need recognition for the true time it takes to do our jobs.”  
– **Tabitha Brown, OT**



“We cannot accept reductions in our benefits! The new fees we pay Fidelity will result in a loss of over \$20,000 in savings in my 401k over the life of my career.” – **April Frazier, Chaplain**

Join our Bargaining Team for a more detailed **bargaining and campaign update** on **Wednesday, March 18 at 6:30pm**. We will share a Teams link via text and email. **Contact any of us with questions in the meantime!**

## TRAINING FUND UPDATE!

The SEIU Healthcare 1199NW Multi-Employer Training Fund (the Training Fund), founded by SEIU Healthcare 1199NW, is getting a brand new name and look. The Training Fund, which supports healthcare members across Washington by providing access to tuition assistance, training, apprenticeships and career resources, is launching an exciting rebrand. The rebrand centers the union member experience and strengthens how members access education, training, and career benefits as the organization continues to evolve and grow. As part of this work, you will begin to see the organization referred to as the Healthcare Training Fund.

This is a soft phase of the rebrand. Over the next few months, we will rebrand the website and offer a more user-friendly experience for our members. All Training Fund programs, benefits, and partnerships remain the same, and the mission remains unchanged.



Are You Using YOUR Training Fund Benefits?

JANUARY 1, 2026

### Updated Plan of Benefits

#### Professional Development Reimbursement:

**Up to \$1,000/year**

- ✔ CEU courses & materials
- ✔ State & Federal licenses
- ✔ Professional memberships
- ✔ Certifications

#### Conference Travel Funding:

**Up to \$3,000/year**

Now a permanent benefit for all eligible members

### Plan Benefits



Scan or visit:  
<https://bit.ly/POB-TF>