

OUR UNITY IS OUR STRENGTH!

WE AREN'T BACKING DOWN AT THE BARGAINING TABLE

Last week we met with management for our 8th bargaining session and shared where we stand with a full comprehensive proposal. We were met with disinterest and apathy.

Our turnout and unity at the informational picket on April 3rd definitely made an impact at the bargaining table! Management said if we don't move on proposals we will be here until Christmas but we won't bargain against ourselves. We continue to hold on proposals we all agreed were vital to our well-being here at Memorial, most of which management has flat rejected at the table. Our next session is on April 29 with a federal mediator and we are ready to keep pushing and let management know we aren't backing down.



“Our management team gave the appearance of listening, while they distanced themselves from every word we were speaking. While we addressed specific issues, the management bargaining team talked themselves in circles - and were then surprised that they were confused. We continue to fight for what we need and what we have all said are our priorities.” –**Samantha Jewett, RN, 2E/W**

HOW MANAGEMENT'S PROPOSALS MEASURE UP:

UNION PROPOSAL	MANAGEMENT PROPOSAL
Modified Shop – every current employee maintains their option to be a union member. Employees hired after contract ratification would become union members.	Open Shop – union busting to weaken our union
Union Wage Proposal both RN & Service – Year 1 \$8.25 Year 2 \$4.25 Year 3 \$4.25	Management Wage Proposal – Year 1 2.5% Year 2 2% Year 3 2%
Step Increases – 3% increase each year for steps 1-11 2% increase each year for steps 12-end of scale	Step Increases – No change to current step increases leaving service workers to continue to receive only .20 cents more each year
Longevity bonus \$6k annually for employees at top step	REJECTED
Premiums and Differentials Parity for RNs and Service to have same premiums and differentials. Increase of multiple dollar amounts.	No increase to any premiums or differentials for Service. Only an additional .25 cents on some RN premiums and differentials
Float Pay for service workers the same as RNs receive	REJECTED
Healthcare No changes to health insurance for the duration of the new contract. Pathway to more affordable insurance to a zero premium and spouse/domestic partner coverage. Transparent appeals process for services that fall out of network. Additional 20% discount off your bill	REJECTED
Retirement / 401K Plan 100% employer match on the first 6% of eligible employee contributions	REJECTED
PTO Cashout option up to 40 hours twice a year at 100% regular rate of pay	REJECTED
Free Float RNs & CNAs – Keep 2 Free Float RNs and add 2 Free Float CNAs	REJECTED

Break Relief – additional RN and CNA FTEs for sole purpose of break relief	REJECTED
Assault and Traumatic Encounters ability to leave your shift with pay if you experience an assault or traumatic incident, including exposure on shift	REJECTED
SANE Nurses premium of \$350 for any nurse who completes a SANE case. No nurse will be required to become SANE certified without mutual agreement	REJECTED
Low Census cap on mandatory hours (120) with no mandatory Low Census more than once a pay period	REJECTED
Meal Periods & Rest Breaks no longer be required to clock in and out for 15-minute breaks	REJECTED



“As a delegate I know unity ensures solidarity. There is strength in standing together. It fosters trust and provides a supportive environment and empowers others to stand together. By taking action we are using our collective voices to let management know that we are all committed and we will fight for a fair contract.” –**Christina Bedolla, Patient Access Rep**

UPCOMING BARGAINING DATES

- ➔ April 29
- ➔ May 15
- ➔ May 28

UPCOMING UNITY BREAKS

Date	Time	Location
Wednesday, April 22	11 am –1pm	Outside the Cafeteria
	8pm-10pm	
Thursday, April 30	11 am –1pm	Outside the Cafeteria



Use your Training Fund Benefits

Your Plan of Benefits has been updated: Jan. 1, 2026

Professional Development reimbursement: increased up to \$1,000/year

Conference Travel Funding: made permanent up to \$3,000 once per year

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Plan Benefits



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

CALLING ALL RNs , LPNs AND NPs . YOU ARE INVITED!

SEIU Healthcare 1199NW

Annual Nurse Alliance Conference

May 7, 2026

9am-6pm

DoubleTree by Hilton Hotel Seattle Airport
18740 International Blvd, Seattle, WA 98188

6 CEUs

Join us a day early for movie night!

May 6, 2026

6pm-9pm

Dinner and a Movie: **Nurse Unseen**
(2 Health Equity CEUs)



Register now:



nursealliance.seiu1199nw.org

Deadline to register: April 27

Must RSVP to attend, seating is limited!

Please note the last day to request a hotel accommodation is **March 27, 2026**. If you will be flying to Seattle or driving more than one hour one-way and need support with travel arrangements, let your organizer know.



“With the Nurse Alliance, we are building a community of nurses who promote a healthier, happier, diverse workforce; healthier patients; and who are politically empowered and engaged to change the face of healthcare. We are developing a racially just nursing workforce that creates space for resources, educational support, mentoring, and financial support. Let’s celebrate our roots as nurses united in 1199NW, reflect on how much we have grown, and lead the way forward!” **Jane Hopkins, RN, President, SEIU Healthcare 1199NW**



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