



Our Contract is Finally Here!

Know Your Contract, Know Your Rights



“After being stonewalled by PeaceHealth and their lawyers from finalizing our contract for many months, we now finally have it thanks to our collective effort and persistence.” **Ramon Castellanos, Respiratory Therapist**

Contract Day!

Thursday, June 4
Cafeteria
11 a.m. – 2 p.m.

S/T
Contract



1199nw.org/4voeZWB

Join us in the cafeteria for a celebration of our printed contract with donuts! Come get a copy and discuss it with your delegates. You can also find a digital copy of your contract online at one of these two QR codes.

Lab
Contract



1199nw.org/43bWusr

When We Fight, We Win

Since ratifying our contract back in August, PeaceHealth has neglected our communication and prevented us from finalizing our contract. We stood together and said "enough is enough." Hundreds of caregivers from across the hospital signed a petition demanding our contract, and we raised our concerns at the Labor Management Committee. Our combined efforts paid off! Now we can all access our rights at work.

We're Standing Up for our Jobs and Enforcing our Contract



“The fight to win our final printed contract wasn’t the only petition we delivered this year. When we learned that Huron Consulting would be evaluating the lab for staffing cuts, Lab Assistants mobilized to save our jobs. It was immediately clear that men in suits looking at “productivity metrics” had no understanding of what we actually do. We circulated a petition that garnered over 500 signatures from 1199NW members, WSNA nurses, and physicians, and Billy Reeves and I delivered it to Huron and our lab management team. I am proud to say that our solidarity was successful, and no Lab Assistants were laid off. While PeaceHealth decided to restrict staffing hours, we still maintain that this is unacceptable, and we will continue to advocate for the appropriate staffing that best serves our patients.” **Robin Growden, Lab Assistant**



IN THE NEWS

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HEALTH

Consultants inside PeaceHealth invoke fear of more cuts

Huron Consulting Group has spent weeks looking into PeaceHealth St. Joseph

Scan the QR to read the full story in Cascadia Daily News:



Contract Highlight:

NEW: Did you know PeaceHealth has threatened to discipline caregivers before for speaking their native languages? We have a new article in our contract that celebrates our diverse backgrounds and protects our members’ ability to speak their own languages.



"7.1.2 Language Protection. *Employees who speak languages other than English may communicate in those languages in appropriate circumstances and will not be subject to discriminatory discipline for such."*

Let’s Talk About Staffing

Are you experiencing issues with staffing? PeaceHealth may be breaking the law and should be held responsible. Our union, alongside our union siblings, fought for and won laws that protect us against inadequate and unsafe staffing. We sit alongside WSNA on the Hospital Staffing Committee, where we are required to review all staffing complaints with PeaceHealth management. If you provide direct patient care on units where RNs work, you have a staffing plan that PeaceHealth has to post daily in your unit and follow! Even during a break, PeaceHealth has to follow the staffing plan. If they don’t, we have to collectively hold them accountable.



“I’m proud to be a part of the Hospital Staffing Committee so we can represent 1199NW members on a committee that before was only nurses. We have to stand up to the chronic understaffing issues we experience across the hospital.” **Angel Hayes, Patient Team Support, 1 Central**

Please submit your staffing complaints to this form:

Get in touch with your delegate with any staffing issues.



Contribute to the Healthcare Leadership Fund!

Join your coworkers in contributing to more policy wins for healthcare workers like the Safe Staffing Law.



Know your Delegates

View full list here → 1199nw.org/3RGLscc



Not yet a member?

Sign a membership card today!

