



# WE'RE ON OUR WAY!

## United for Quality Jobs & Quality Care

Forming our union at St. Pat's is the best way for us to gain a stronger voice at our hospital in the decisions that affect us and our families, as well as our patients. That's why an overwhelming majority of us have chosen to form a union and join thousands of other Providence workers with SEIU Healthcare 1199NW.

We took our first step towards officially being recognized as a union by filing our confidential authorization petition with the National Labor Relations Board (NLRB).

A delegation of our Organizing Committee respectfully delivered a positive message to Providence St. Pat's leadership sharing with them our reasons for forming a union and asking them to respect our choice. We greatly appreciated the time and respect our new CEO Kirk Bodlovic took to greet us. We are asking Providence to work with us and the NLRB to ensure a fair process that doesn't waste valuable hospital resources, fighting our interest in forming a union. (Full statement on the back)



"I love what I do, my work, and I'm one of those people that puts all the passion in everything I do. Being a CNA is what I do — taking care of people. I've worked here a long time and St. Pat's used to feel like a family. We

have a strong team on 5S but a lot of coworkers are having difficulty with everyday life, with the cost of living. With this union being successful it will be helpful — big time. We all deserve it for the hard work we do." **Nemia Hensley, CNA, 5S**



"Today we took a big step in forming our union by filing our union petition. I'm for forming our union because so many of my coworkers struggle to pay their bills and we deserve to be paid a fair wage for the hard work we do in EVS and across the hospital. I've been at St. Pat's for 12 years and before that I was a member of the carpenters union for 30 and I know how powerful it is to be together in a union. I'm excited that we've gotten to this stage together and look forward

to our union election in the future!" **Ed Hettick, EVS, EVS Tech**



"Together, we've been in healthcare for 20 years. Working in the OR is the right place for us because of the creativity and trouble-shooting and critical thinking needed for our

jobs — successful surgeries change lives for the better. And we have an incredible team. We trust one another, and that is why we are able to perform so well. Collectively we've made the decision we need a union for the whole OR team. We've seen our nurses be strengthened through their union and the benefits. They've won on pay and staffing, things that the rest of us need too. We want all staff to be supported — we want to be able to hold on to our new folks and those of us who have been here for years. St. Pat's can do better and this union is part of that solution." **Mishana Truitt, Whitney Netzley, OR, First Assist**

## Next Steps

### Show our support!

Talking about, sharing communications, and showing support for our union is our protected right!



**Stay tuned.** Our election date will be set soon by the National Labor Relations Board.

**Get Involved!** Reach out to an Organizing Committee member or organizer to attend an upcoming informational meeting.

**Connect with others!** Join the private WhatsApp Group or Facebook Group to catch up with co-workers and keep up to speed with what's going on.

### JOIN THE WHATSAPP GROUP:



### JOIN THE FACEBOOK GROUP:



# Our Union Delegation to Administration

## A Call for Respect and Quality Patient Care

Dedicated employees at Providence St. Patrick Hospital are becoming a union with SEIU Healthcare 1199NW. Today we file our petition for union recognition with the National Labor Relations Board, with a super majority of support.

We are very proud of the contributions made to our community through our work at St. Pats. As St. Pats employees, we are committed to ensuring the highest quality of care. We are joining together in a union to have a greater voice in our future, and the ability to advocate for our patients, quality care and services, as well as for ourselves and each other.

We ask that you recognize our union and honor our right to become a union so we can move forward in a collaborative way. We ask for acknowledgement that a supermajority of our co-workers want to form a union and a process that allows us to do so in a way that minimizes tension.

We ask for management to refrain from interfering in our choice including avoiding costly delays, management anti-union consultants, or intimidating anti-union meetings or huddles that take us away from our patient care duties and attempt to influence our vote.

We appreciate your time today and hope that we can come to a common sense agreement that recognizes our union. We welcome your response today or by the 8th of July.

Respectfully,

St. Pat's Organizing Committee



## Q&A

**Q: Can I talk about the union at work, wear my purple badge holder or participate in other union activities?**

A: Definitely! Our right to engage in collective union activities, like wearing an 1199NW badge pull or button, is protected by Federal Law. The hospital can't discriminate against us for wearing union symbols, talking or acting in support of the union if symbols, talk, and acts about other issues or events are allowed. If employees are allowed to wear a badge pull with pink ribbons, then our union ones are allowed too. This right is guaranteed by the National Labor Relations Act. Also, just as we have had the right to discuss our son's graduation, the football game, or this weekend's barbeque, etc., we have the right to talk about our union.

**Q: Does everyone have to join the union?**

A: That's something your elected bargaining team will decide during contract negotiations. The way a union works is that everyone benefits from having a union and having a contract so a union shop is about fairness – since everyone benefits, everyone contributes. The strongest unions with the best contracts are where everyone is a member – that's how management takes you seriously.

Do you have other questions? We will be featuring additional Q&A as we approach our vote. If you have a question text (425) 306-7559 to have it featured in a future flyer.

