

Building a Strong, Resilient Union

PeaceHealth relies on us to provide the best care to our community, and we are proud of the work we all do to care for our patients. Since we completed our negotiations, we have been working hard to ensure our contract is implemented and our voices are heard when issues in our workplace arise and having a strong union allows us to do that.

We're meeting with management to address our challenges

In between contract negotiations, our Joint Labor Management Committee (JLMC) is meeting every month with representatives from PeaceHealth management to address issues as they come up in the hospital. We are experts in our work, and our contract ensures our issues are raised and our voices are heard.

We have brought forward concerns ranging from patient safety to department-specific staffing challenges. One topic that remains on our agenda each month is supporting PeaceHealth caregivers who decide to become students. With fewer part time and per diem positions open across many departments, we know that many students are feeling the impact and having to choose between staying in school and working at PeaceHealth. We are making sure these stories are heard and advocating for more student accommodations so we can continue to learn on the job and advance our careers while serving our patients.

If you have any questions or comments about any of these topics, or any other issues, please reach out to us and we would be excited to add your feedback to our agenda or invite you as a guest at a future session.

Our JLMC Team:



Ramon Castellanos,
Respiratory Therapist



Ryan Whaley,
Monitor Tech



Robin Growden,
Lab Assistant



Jose Reta,
MRI Tech



Ashlie Hill,
Biomed Tech II



Billy Reeves,
Lab Assistant



Christine Heinrichs,
Physical Therap. Asst



Jenna Boyd,
Instrument Coordinator



Jason Hodges,
ED Tech



"If we didn't have a union, PeaceHealth could ignore us when we raise issues about our workplace conditions. Having a contract with a Labor Management Committee means they are obligated to sit down with us every single month to hear our concerns and work toward solutions. The collaboration is encouraging, and I'm proud of the progress we're making with the management team to make this a better place to work." **Robin Growden, Lab Assistant**

New Website!

We are pleased to share that we are now operating as the Healthcare Training Fund, and as of May 18, our website is **healthcaretrainingfund.org**. This reflects our continued growth and commitment to serving our members and partners across Washington State. While our name and visual identity have been updated, our mission, services, and commitments remain the same - building a diverse and empowered healthcare workforce through our unified labor management partnership.

Visit our new website to learn more about training opportunities, resources, and how we support your career in healthcare at healthcaretrainingfund.org.



Scan the QR code or
visit bit.ly/HTF-Home

It takes all of us to enforce our contract:

The better we know our contract, the better we can stand up for our rights.

Scan the QR code to see your contract.



Contract Highlight:

What is a grievance?:

“13.1 Grievance Defined. *A grievance is defined as any alleged violation of the terms and/or conditions of this Agreement.”*

If we think PeaceHealth has broken our contract, we can file a grievance to hold them accountable. For example, recently an RN was used to fill a monitor tech position that a monitor tech offered to fill. This is a violation of Article 1.1 that asserts PeaceHealth is required to use 1199NW members to fill 1199NW staffing holes, regardless of OT status, if they are available.



“Our grievance procedure is what gives our contract power and meaning. This grievance allowed us to hold PH accountable and protect our jobs and our OT.” **Ryan Whaley, Monitor Tech**

Union Dues

For years we faced a financial hardship that prevented us from being the strongest union we could be to protect our members and each other. We were forced to deplete our strike fund. We noticed that many of our members were at the dues cap, meaning lower paid workers were paying 1.8% of their paycheck and other members were paying a significantly less percentage, which didn't seem fair to a lot of people. We knew we needed to act if we wanted to have the resources to fight for our jobs and care for our patients. The Executive Board deliberated about many different proposals to balance the budget. The annual Delegate Leadership Assembly voted to adopt the proposal in 2023, and the wider membership voted to approve it in 2024.

This bylaws change has allowed us to be stronger than ever. It has enabled us to build our union power and make deeper investments in member leadership. The Executive Board can now discuss and authorize higher strike pay, which allowed our membership at PeaceHealth to go on a 5-day strike last year. We are just getting started rolling out new investments to build the union — from launching our Service and Tech Alliance conferences, to starting a member app, and investing in more staff and member resources to respond to workplace issues faster and more effectively.

The dues rate for our union is now 1.8% flat (or \$18 for every \$1,000 we earn). The dues cap will remain at \$165/month until next year, July 1, 2027, when the dues cap will be fully lifted, and every one of us will pay 1.8% of our base hourly wage. (Per diem employees will continue to pay 1.8% of their gross monthly income, with a maximum of \$90 per month).



“As a member of the Executive Board, we didn't take the decision to increase our dues lightly. We had lots of conversation and decided that's what we needed to do to have a union with the strength to win the fights to come. I'm proud of the changes that we made and I believe it is only fair that I pay the same percent as everyone else.” **Ramon Castellanos, Respiratory Therapist**

DOWNLOAD THE SEIU HEALTHCARE 1199NW APP!



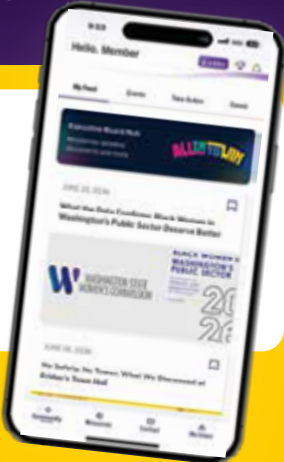
Everything we need as union members, right in our pocket.

- » Get union updates first
- » Your contract, your benefits, your resources
- » Take action fast
- » Earn points and rewards
- » Your voice, your union

Apple App Store



Google Play Store



The app is a member-only benefit. After downloading the app, you'll be prompted to create an account and verify your union membership. For automatic membership verification, the information you enter must match what we have in our union records.