

A stronger voice to share in our hospital's success

By forming our union, St. Pat's staff gain a seat at the table to directly advocate for staff and patients to be prioritized at our hospital. St. Pat's is successful because of our work. Without a union, management unilaterally makes all decisions related to our pay and benefits.

- Our nurses have a contract, doctors have a contract, our counterparts at other Providence hospitals in the region have a contract – now is our time, our turn.
- Nationwide, union members earn 27% more than non-union workers*
- SEIU Healthcare 1199NW members have consistently bargained two raises a year for both experience and cost of living.

*Bureau of Labor Statistics, US Dept of Labor

A seat at the table, a piece of the pie

Facts about Providence

\$8.4 BILLION

Providence Health & Services System cash on hand, which includes total unrestricted cash and investments, for fiscal year 2025 (1)

\$9.1 MILLION
(\$6.1 MILLION in bonuses)

Providence Health & Services system-wide CEO Erik Wexler total compensation in 2024 (2)

¹ Providence audited financial statements for 2025 (latest publicly available)
² Wexler's compensation is from the Providence IRS 990 forms for 2024 (latest publicly available)

Average Home Prices

Tri-Cities - \$435,176 (6)
Spokane - \$403,557 (7)
Missoula - \$576,303 (8)

^{6,7,8} Updated 6/30/2026
www.zillow.com



"I'm a Tele Tech - I love hearts, the strange things they do, the cool things they do.

My coworkers at St. Pat's have been amazing - the way they just step up and do what needs to be done. During COVID, when we were facing a complete unknown, everyone still came to

work and did what needed to be done in the face of that.

We don't deserve to struggle so much. My dog is dying and I'm worried that I won't have the money to have to euthanize him when it's time. When I was raising my two kids, I had to count every penny for clothes. It's not fair when everyone in the hospital works so hard.

A union will give us a way to advocate for all of us together - because the hospital wouldn't function without us. Our work deserves to be respected."

Sierra Casselman, Tele Tech, 4N Card Surg



"I worked in the schools here in Missoula and was union since 1980! I saw negotiations and served as Union Vice President. A union is great way to connect with peers and to accomplish all of our needs! WE'RE UNION STRONG 🇺🇸"

**Perry Martin,
Dishwasher, PC Kitchen**



"I know it's the right move to form a union because we all need to be heard. Our nurses have a union which supports them and nurses saw an increase in pay, but the CNAs got nothing. That's wrong and we were made to feel like we weren't an important part of patient care. Even though we don't have the extra schooling of an RN,

we are all one TEAM! Our nurses support us forming a union, they see our value. Providence does not because they don't want to pay everybody's worth. Nurses work hard and deserve a union. We do too. Our union will be our voice in saying we're important too!"

Terri Schoenheide, CNA, Day Surgery

Q&A

Q: Why do union members in Tri-Cities and Spokane, which operate in the same Providence Region as us, make MORE money than those of us who are doing the same work in Missoula...where our cost of living is higher?

A: Union Contracts – review wages scales for:

Providence Kadlec (Tri-Cities) Contract - current wage scale is on page 41 of the PDF



and

MultiCare Deaconess (Spokane) Contract - current wage scale is on page 58 of the PDF



Let's hear from the Cath Lab Duo: Summer and Natalie!



Q&A

Q: How do negotiations work, and how can we ensure we win the raises and improvements we need? How do we know the contract is worth the dues?

Our union is as strong as we build it. After we win our election, everyone will have an opportunity to complete surveys to identify our priorities and elect a team of our coworkers to represent our interests at the bargaining table. We will build off our own St. Pat's standards that work for us already, and what other Providence workers have been able to win. Other SEIU Healthcare 1199NW contracts have included 2 raises a year, a strong voice in patient care. How strong we are will be determined by how much we participate, show our unity, take action, and support our team. We do not pay dues unless and until we have a contract we think is worth paying dues for and we vote to approve and ratify it.

VOTE YES! August 4 & 5 – Scan the QR for times, locations and to join with hundreds of others in declaring *WE ARE VOTING YES!*



Welcome!



“We voted YES, and it worked!”

I’ve been a Respiratory Therapist for 31 years and I’ve been living and working in Bellingham, Washington for 21 years at PeaceHealth St. Joe’s. My wife and I moved to Bellingham to be close to family and because it’s beautiful. We love the weather and the outdoor lifestyle. It’s a great city to live in but it’s also an expensive city. Before we had our union and our contract, we didn’t have a voice. Our RNs had a union and it seemed like only they saw regular raises and improvements.

By joining our union, we have a say and a way to advocate for better wages and better treatment. We

have RIGHTS. Before our union, sometimes we had a good manager, sometimes we had a new administration, sometimes it was good, sometimes it was bad, but it could change. Now we have wage transparency and much more fairness across the board, regardless of who our latest CEO is. It’s better – join us.”

Ramon Castellanos, Lead Respiratory Therapist II, PeaceHealth St. Joseph Medical Center, Bellingham