

All Affected Grievance Update:

We Won for EVS, Pharmacy, and on Refining our Upcoming Audit Process!

Since filing our all-affected wage grievance in September 2025, we have advocated for our coworkers, going as far as scheduling the grievance for an arbitration hearing on July 17. In these months, we stood together and put pressure on management to acknowledge where they had failed to meet their obligations. On the eve of our arbitration hearing, we finally succeeded in persuading VMMC to do the right thing and agree on terms for settlement that secure the rights guaranteed by our contract, including corrected wage scale placements for our EVS members and much more!



"After 10 months, I am happy to announce that our all-affected grievance is finally coming to a close. We have successfully won our first big fight together as a union and our strength has shown through.

This settlement was made to repair and make whole the impact these issues have had, especially on our EVS workers.

Thank you to everyone for your resilience and patience."

—Taran Burnite, PCT

What is in the Settlement?

Accurate EVS Crothall Credit with Backpay!

We have received a list from VMMC with the original dates of hire for Virginia Mason Crothall. As of the second full pay period following the settlement signing, all EVS members with previous Crothall experience at Virginia Mason will be properly placed on the wage scale with backpay from August 18, 2025 (the date members were placed on the contract scale post ratification). This is the culmination of many months of work from our members and a contract fight that guaranteed this credit for the EVS department.



"I am happy about the achievement obtained, I thought it was something that was already lost, but thanks to our unity we were able to recover our credit from Crothall. Thank you to our coworkers for standing for what is right for us."

— Ingrid Gomez-Alvarez, EVS

Payment for Pharmacy Preceptor hours for Student precepting in the Fall of 2025!

Payment will be distributed to those pharmacists that worked with the student in the fall of 2025.



"CommonSpirit is long overdue in rewarding the education our preceptors provide the next generation of pharmacists. While CommonSpirit still needs lessons on why this is important, we will teach them. We've had these skills for decades."

— Frank Dominick, Pharmacist

Arbitrator to decide issue of pay decrease post-ratification.

We discovered that five members experienced a decrease in pay when they were placed on the wage scale post-ratification, based on the employer roster. Management insists that there are legitimate reasons behind this situation and refused to correct the matter through settlement. Our union is moving forward with presenting this issue to the arbitrator to decide whether this action by Management violated the contract and what remedy is due to the impacted workers.

An opportunity to work out processes and details for our upcoming Audit.

Within the next 30 days, we will be meeting with management to address the upcoming audit process and any problems we foresee so we can problem solve now. There will also be the opportunity for VMMC to further consider its approach to crediting partial years of experience.

What comes next?

- ★ All members have received a 3% across the board raise as of August 1, 2026
- ★ We are going to start preparing for the upcoming audit now- talk to your delegate about updating your resume and compiling your experience you plan to report. Scan the QR code to find your list of delegates.



1199nw.org/4craLGx

Download our union app to see more content regarding the settlement and what comes next



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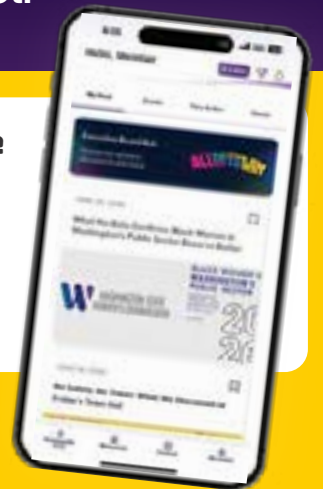
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The app is a member-only benefit. After downloading the app, you'll be prompted to create an account and verify your union membership. For automatic membership verification, the information you enter must match what we have in our union records.

Immigration Resources:

Preparing for and Responding to Increased Attacks on Immigrant Workers



SEIU Healthcare 1199NW stands together for **ALL** workers. No matter where we come from or what language we speak, the working class shares the same goals: living wages, quality healthcare, and a better future for our families.

By standing in solidarity with our immigrant brothers and sisters, we defend everyone's right to fair work and a safe workplace in Washington, Montana and across our country.

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