

Being part of a *strong* union means we can win on the issues that matter most to us.

We can advocate for patients



"I've been so proud to advocate for patients both as a union nurse at Harborview and throughout Washington state. When Medicaid funds are at risk, we advocate in Olympia to fill in the gap. When city and county budgets are tight, we advocate for service contracts to continue or increase. When patients are impacted by budget decisions by our employers, we advocate for safe staffing. There is no better way I can support patients than through our unions' efforts." **-Melanie Arciaga, RN, Harborview Medical Center**



We can win competitive wages



"Nurses are overworked and underpaid. Understaffing caused by poor wages is one of the biggest causes of nurse burnout. The last time we negotiated a contract at Kaiser, our wages were far behind other employers. That's why I stepped up to join my bargaining team and represent my RN colleagues – to make sure we all got the increases we deserved." **-Madison Overton, RN, Kaiser Permanente**



"Working in Behavioral Health requires a deep commitment to caring for the most vulnerable in our communities. That commitment to our mission shouldn't be a blank check for management to exploit our values and pay us below market wages. Behavioral health workers at Kaiser took action to win wage increases that met our needs and set a high standard for our union siblings." **-Alanna Martin, ER Social Worker, Kaiser Permanente**

We can secure a fair workplace



"As a Clinic worker at Kaiser, having an effective Labor Management Committee means there is a place for all departments to voice our concerns, hold management accountable, and have productive conversations that produce real solutions. Recently we were able to make sure that EVS workers get preceptor pay when training coworkers. Even though the contract was vague in this, we were able to help management see that this is the right thing for patients and workers." **-Tashe Tibbs, Environmental Services Tech, Kaiser Permanente**



"Working at a Federal Qualified Health Clinic during uncertain times means we are all worried about the potential impact of layoffs. We addressed this in our new contract by making sure there is a clear and fair process if layoffs are necessary, and we won severance and health insurance protections in the event of a layoff." **-Dorothy Challenger, Dental Assistant, Community Health Clinic**

We are bargaining our second contract

Our first bargaining session was scheduled for September 10. Unfortunately, management did not release enough members of our bargaining team and we rescheduled the meeting to make sure that we have necessary voices in the room.

Our current bargaining team:

- ★ **Nicole Aranda**, MSW, LICSW
- ★ **Talanya Gallman**, Medical Assistant
- ★ **Penelope Donado**, Medical Interpreter
- ★ **Erica Nino**, Medical Assistant
- ★ **Mariam Kalayi**, Registered Dietician
- ★ **Rosanna Waterman**, Dental Assistant
- ★ **Grace Frank**, Medical Records
- ★ **Salimatou Pratt**, PAR

It will take all of us to make the progress we need at Seattle Roots for us and our families. Is there someone you'd like to see representing your coworkers at the table? Reach out to **Andrew Lake**, your organizer at **253-419-9303**.