

Our collective actions and voices moved management!

Because of our unity and taking direct action at the Board of Commissioners, EvergreenHealthcare management made improvements in our last bargaining session after months of challenging negotiation meetings.

As workers, we showed unity by signing and delivering our solidarity petition. Service workers and social workers took action along with our hospital nurses by sharing powerful testimonies with the EvergreenHealth Kirkland Public Hospital District Board of Commissioners.

Our unity moved Public Hospital District commissioners and for the first time, management brought wage proposals that move us closer to what our colleagues make in other local hospitals across our union. We need to continue to show our unity to get a full package agreement that we can all vote yes on!

Stay tuned for ways to show our unity and commitment to a great contract from our bargaining team.

We are back to the table on February 7.



“Sometimes it feels like bargaining is dragging on, which can feel discouraging or frustrating. This effort to delay is a well-known management tactic purposefully meant to lower our morale and test our commitment. But every time we come together to bargain, talk to our co-workers, or take action, we strengthen our purpose and move the process forward. We have seen management make some good moves because we have come together, but we need to keep the pressure on. I figure this is a team effort, and the finish line, or finished contract, only matters if we all get there together.”

- **Lynda Hinz, Social Worker**



“Let’s keep building momentum and continue working together with our bargaining team. Management’s proposal is a step in the right direction, but no one can fix our complicated worksite issues alone. Talk to your negotiating team, get involved with our union and be part of the change you want to see.” -

Diana Kigumba, Unit Tech, PCU



“Our hospital leadership needs to understand that as healthcare workers we love caring for our community, but we also need to ask ourselves — who takes care of us? We are also members of this community and our experience and hard work should be valued as well.”

- **Marlita Mingaracal, HUC, CardioVascular Neurosurgical**



“While this movement is in the right direction, it’s not enough to recruit and retain for our departments. In five months, we have negotiated a 6% raise, a wage that doesn’t even keep up with inflation. Our nurses requested to re-negotiate their wages mid contract and were approved for an 8% raise in just four weeks. They absolutely deserve it, and so do we. It’s clear to me that the actions we’ve taken — the petition, meeting with CEO Jeff Tomlin, your story cards, presenting our stories at the board meeting — have put pressure on management to move towards our goals. We are getting there, but we can’t let up. We must continue to apply pressure and forge ahead to get the contract we deserve.”

- **Katie Zavala, Social Worker**