



No More Wasted Time:
We're Voting to Take Public Action for Our Patients and Our Community!

Our bargaining team has been working hard to get management to do the right thing for us and our patients, but after 9 months of negotiations they still have proposals on the table that will take away some of our benefits and move us backwards. Takeaways are not what we, our patients, nor our community deserve.

We are voting to authorize our negotiating team to call for public action, including an informational picket. We're tired of waiting for administration to do the right thing - it's time to take our campaign for a fair contract to our community!

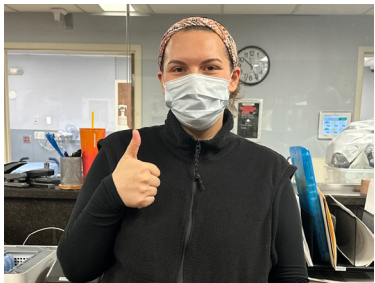
Your negotiating team recommends a YES vote to taking public action. Voting takes less than 10 minutes.

Date	Time	Location
Wednesday, March 29	6:30am - 8:00am	Godard Room
	11:30am - 1:30pm	Godard Room
	5:30pm - 7:30pm	Godard Room
	7:00pm - 8:00pm	Zoom  1199nw.org/3oqQM1v
Thursday, March 30	6:30am - 8:00am	Godard Room
	11:30am - 1:30pm	Godard Room
	5:30pm - 7:30pm	Godard Room
	7:00pm - 8:00pm	Zoom  1199nw.org/3oqQM1v
	8:00pm Vote Count	Godard Room

Come join your bargaining team to count the votes!

We are tired of management canceling bargaining sessions when we've been without a contract for months. Any further delays are unacceptable – we need a fair contract NOW!

In order to vote, you need to be a member of your union. Please fill out your membership card now or at the vote so that you have a voice in big decisions happening in your union, like this! Scan this QR code to fill out your union membership card.



continued on flip side

Where are we at the bargaining table?	Where is management at the bargaining table?	
Wages	Wages	Takeaways
<ul style="list-style-type: none"> 19% for EVERYONE Organizational equity and inclusion standards 	<ul style="list-style-type: none"> 6-12% for Service Employees 17% for LPNs 18% for Nurses 	<ul style="list-style-type: none"> Huge increases to our healthcare premiums and out-of-pocket costs No voice in Kirkland integration or healthcare bargaining Removing long-standing job protections and compromising our union strength

Come to a vote next week to learn more about management's proposed takeaways and what's at stake.



We've been at the bargaining table for nine months now and management still has lots of takeaways on the table that would increase our healthcare costs and take away our ability to have a say in big changes at our hospital. That's why we need to vote yes to take public action and get our communities help in fighting off these horrible takeaways! Come and vote YES! - **Laura LaCasse, Recovery Room**

Bargaining Team

Emily Perron, RN

Hannah Park, Dietary Aide, Food and Nutrition Services

Heather Beierle, RN, OR

Joanne Jang, RN, Pre-Op

Kevin Collinson, RN, OR

Kirsten Bursch, RN, ED

Laura Steere, RN, Recovery Room

Nancy L. Anderson, RN, Detox/Rehab

Rachel Kraft, RN, ED

Roshana Revenig, EVS Tech, Environmental Services