

## *We Stand Together for a Welcoming and Inclusive Workplace for Us All*

In a unanimous voice, our bargaining team expressed the importance of our proposal to add a new floating holiday in our new contract. Administration needs to acknowledge that there are many different and diverse holidays and traditions celebrated within the staff and culture at St. Joseph, and a floating holiday would provide an opportunity for employees to utilize a paid day to celebrate the traditions that every one of us holds. SJMC must fulfill their commitment to establishing an inclusive workplace for all employees no matter our differences in race and culture. They need to match their words with actions.



“Why is a flex holiday important to me? All observed holidays are not for everyone. They were built into the American system not considering all races and cultures. For example, as an Afro Latina woman, I do not celebrate Independence

Day. July 4th is the celebration of liberty and justice for all. Slavery still existed. How is that a celebration? Juneteenth is the day I celebrate. It is the actual day that slavery across the country was abolished. No more lies. 6-19-1865.”

**- Charney Chambers, Equipment Tech, Respiratory**



“We need management to know that we would like to celebrate the days that are meaningful to us for us. A flex holiday means we could choose what days we wish to celebrate and not to celebrate.”

**- Desiree Castillo, CNA, Walter Day Surgery**



“Having the option of a flex holiday would mean we would be able to celebrate chosen existing holidays we truly hold dear. We hold these days just as close, and recognize just as deeply, as our current recognized ones. It would benefit both workers and St. Joe’s to

allow our members to celebrate these valuable days, without requiring us to celebrate days unrecognizable to us. I cannot imagine holding an individual to celebrate a day they cannot cherish, while equally requiring them to put in the extra PTO time for, or fully put aside, their own.”

**- Jase Wistisen, ER Tech, Emergency Department**



“We here at SJMC come from many different cultures and ethnic backgrounds.

St. Joe’s is a diverse workforce. With that being said, not ALL of us celebrate the same holidays.

SJMC says that they are an inclusive employer. So it seems like the right thing to do is adopt language that supports a floating holiday to truly uplift and appreciate all of the employees that work within the walls of St. Joe’s Medical Center. As a bargaining team member I am fighting to win floating holiday language that includes and represents ALL.”

**- Alisha Colyer, NA1, Dietary**



“It will be nice to have an option to take a flex holiday without having to use PTO or ask for the day off, and having it guaranteed to all of us.”

**- Nilda Warren, CNA, 8th Floor**



“This request is timely for Juneteenth, this is the day that freedom was given to all.”

**- Jason Blessings, 8th Floor PCU/ICU**

continued →

# SEIU Healthcare 1199NW wishes you a Happy JUNETEENTH

June 19 is Juneteenth, a day we celebrate the end of legal slavery in the United States. Two years after Lincoln signed the Emancipation Proclamation, on June 19, 1865, soldiers arrived in Galveston, Texas giving news that the war had ended and all enslaved people were free. We honor Juneteenth as our country's second Independence Day.

This history has been systemically erased from our national history and school systems. It was only in 2021 that Biden signed federal legislation declaring Juneteenth a national holiday. We continue to fight for racial justice and know that our movement for economic justice is intertwined. Our country's deep-rooted history of slavery produced systems and cultures that undervalues our work as Black Americans; for example, Black women are paid 21% less than white women across all sectors. In our direct care sector, Black women make up 30% of workers – our shared fight for fair wages, safe workplaces, and beyond is our shared fight for racial justice!



Juneteenth is a day to come together with family, celebrate with communities, and uplift our histories. It took decades of struggle, organizing, and united action to win the abolition of legal slavery and we honor the legacy of the earliest civil rights fighters today and every day.

## Local Juneteenth Celebrations

### Tacoma

**The largest Juneteenth celebration in WA state!**

June 19

11am-5pm

Stewart Heights Park

(5715 Reginald Gutierrez Ln)

[juneteenthwa.com](http://juneteenthwa.com)

**Children's Museum of Tacoma:**

Juneteenth 2024 Storytime

June 19 at 11 a.m.

The Children's Museum of Tacoma will host special storytime activities honoring and celebrating Juneteenth.

[greentrrike.org/event/juneteenth-2024-storytime-cmt/2024-06-13](https://greentrrike.org/event/juneteenth-2024-storytime-cmt/2024-06-13)

### Seattle

**Africatown Community Land Trust**

Juneteenth Celebration

Wednesday, June 19

Noon-8pm

Jimi Hendrix Park

**Converge Media Juneteenth Celebration**

Saturday, June 22

2-5pm

Othello Park



### Olympia

**Olympia Juneteenth Celebration Festival**

Hosted by the Women of Color in Leadership Movement and Media Island International, in partnership with the City of Olympia.

Saturday, June 22 from 1 P.M. to 5 P.M.

Rebecca Howard Park (911 Adams Street SE, Olympia)

[parentmap.com/calendar/olympia-juneteenth-celebration-festival](https://parentmap.com/calendar/olympia-juneteenth-celebration-festival)



## Standing together for better contracts

Over 1,000 1199NW healthcare workers at Virginia Mason Medical Center in Seattle, in the Service, Professional, and Technical units are currently negotiating their first contract. They are advocating for improved wages, benefits and overall respect at work.

Similarly, members at St. Clare Hospital in Lakewood are in the process of completing bargaining surveys and gearing up for negotiations to secure better wages and staffing levels for hundreds of workers in Service and Technical positions.

Our healthcare siblings at VMFH Rehabilitation Hospital in Tacoma recently joined our union and will also be joining our struggle for better wages, benefits and respect at their workplace as they bargain their first contract.

Desiree Castillo, 1199NW Executive Board member and St. Joe's bargaining team representative joined UFCW 3000 union members fighting for a fair contract at MultiCare Tacoma General Hospital at their informational picket on June 12.



## Next bargaining dates

- July 1, 15, and 29
- August 8 and 22
- September 10 and 26