



# Our unity is our power! We're voting to take action

We are eager to settle a fair contract with PeaceHealth, but management's proposal of a 4-year contract with only 2-3% wage increases for each year is not going to cut it.

Management has refused to acknowledge several of our critical proposals, including:

- ✗ Credit for past experience
- ✗ Weekend premium
- ✗ Incentive shifts
- ✗ Work on a day off
- ✗ Increased rest between shifts
- ✗ Bilingual pay
- ✗ And even proposed reducing our PTO limits


Meanwhile, many of us are still struggling with wages that fall below market rates, putting us close to minimum wage.

**Our bargaining team is calling for all of us to attend an action vote to authorize the bargaining team to call for public action.**

**Together, we can demonstrate our commitment to fair wages and better working conditions. Let's stand united for what we deserve!**

## Join an action vote!

**When things aren't working inside, we go outside! Voting yes gives our bargaining team the authority to call for public action and to educate the community about our negotiations.**

<b>Friday, November 15</b>	11am-1pm 6-8pm	Location TBD
<b>Saturday, November 16</b>	6-8am 6-8pm	Location TBD
<b>Saturday, November 16</b>	6-8am 6-8pm	Zoom option:   1199nw.org/3UsO2kw

**Many of our coworkers have already been taking action!**



"PeaceHealth continues to take the stand that "they're not interested at this time" in compromising on an economic plan that can benefit their patients." **June Wilder, Echocardiography**



"St. Joes is the only major hospital in this area. For us to attract quality workers that will move to this area, work in our facility, and stay, we have to pay them competitive wages to keep them from looking farther south." **Christine Heinrichs, Rehab Services**



"PeaceHealth is out of touch with wages people make in our area... with the current rate of inflation and how it's affecting our families and our lives." **Deeann Kruse, CDU**



"There has been no movement on wages, and we know as caregivers how important it is for us to be comparable in the market and have across the board wages that keep up with the cost of inflation in Whatcom County. Don't be misled by management, we need to fight for all of us, not a select few. This is why we are calling for an action vote on November 15 and 16. Let our solidarity speak to management on what matters to us." **Angie Simonds, Central Supply Tech**

# Many of our coworkers have already been taking action!

A super majority of our coworkers signed our unity petition committing to support our bargaining team and to participate in actions recommended by our bargaining team.



*Together, we can demonstrate our commitment to fair wages and better working conditions. Let's stand united for what we deserve!*

## Management refused to listen to our Bargaining Team's stories. They need to hear yours!

Please scan this QR code and share your story of how the cost of living has impacted you and your family. Management cannot deny our lived experiences. Their "realistic" wage proposal does not even begin to match OUR reality. Bring power to our truth and **share your story!**



## Are you using YOUR Training Fund Benefits?

Your fellow SEIU 1199NW members used their Training Fund benefits to build their careers.

### Apply for Tuition Assistance:

Use **\$3,500 or more** each year to cover:

- Associates, Bachelors, Masters, and Doctorate degrees
- Certificates
- Pre-requisites
- School supplies

...and more

**Professional development funding, tutoring, free CEU's and more benefits available!**


**No matter where you start, we can help you finish!**

Learn More



Scan or visit:  
[bit.ly/TFinquiry](https://bit.ly/TFinquiry)

 [www.healthcareerfund.org](http://www.healthcareerfund.org)

 (425) 255-0315

 [membershealthcareerfund.org](mailto:membershealthcareerfund.org)

[www.seiu1199nw.org](http://www.seiu1199nw.org) • 1-800-422-8934

Follow us and be part of the conversation  
@SEIUHealthcare1199NW  
[seiu1199nw.org](http://seiu1199nw.org)



Proudly Produced by  
the members of SEIU  
1199NW & Staff Union  
bb 103124 phjmc