



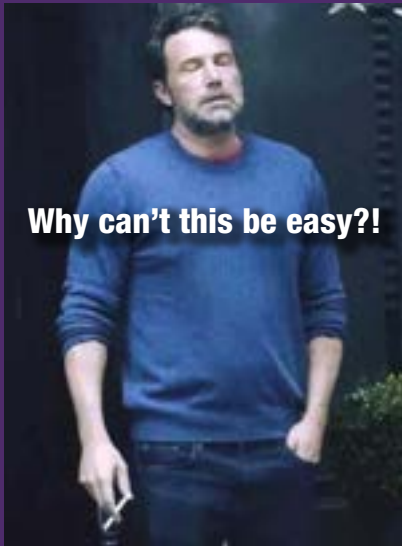
# 'Tis the Season to Be Union

**HAPPY HOLIDAYS AND HIGHER WAGES!**

Because of our unity this year, we won a contract with two wage increases that apply to everyone! All union represented workers at Deaconess and Valley hospitals will see our across-the-board wage increase of 4% this month. This is effective December 1 and will be paid starting on our first check covering the first full pay period in December. We will see this increase on the new 2025 wage scale in our current union contract – available from your union rep or online here:



## It's a lump of coal for MHS this year! We're enforcing our win on RBS and 3 hour minimum callback retro



**Why can't this be easy?!**

Our last contract was historic, with record wage increases and changes to our call back and rest between shifts language that brought us to community standards. Unfortunately, we've had to fight to enforce these wins. The new rest between shift (RBS) language and three hour minimum callback language was supposed to start on April 7. MHS didn't implement it until July 28. Our grievances and collective action led MHS to agree to retroactive pay, but that pay has been mishandled.

**If you believe you didn't receive the proper amount of rest between shift or 3 hour minimum callback pay, please reach out to August Morigeau with 1199NW at [augustm@seiu1199nw.org](mailto:augustm@seiu1199nw.org) by Friday, January 3rd. We are working to rectify these missed and incorrect payments and need to hear from you. You deserve to be paid for the hours you work!**

## Building a strong union: The 2024 Delegate + Leadership Assembly

The Delegate Leadership Assembly is an annual event where we can celebrate the success of our union across the Pacific Northwest and Montana over the past year, collectively share our vision, and plan for the year ahead.



"I had an amazing time at the delegate assembly and will benefit for years to come from the inspiring atmosphere and the unique opportunity to network with so many other delegates from across Washington and Montana... from those just starting out like me, to those with a ton of experience advocating for their patients and their peers in their individual collective bargaining units. There are many positive things coming and I look forward to engaging and becoming a support system and advocate as well as a resource for all of our Valley team members!" – **Jill O'Connor, RN, Valley Hospital**



"This was my first time at a DLA as a member of our union. The delegate training made me feel empowered to tackle the issues that our members face and to go to those same members for their help when we need it most. The overall feeling of unity and support for our fellow union members in all job classes was overwhelming and showed me how important it is to stand together, especially with times we have ahead of us." – **Kegan Orpin, CT/IVRT Deaconess Hospital**





# 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

License reimbursement, 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



[members@healthcareerfund.org](mailto:members@healthcareerfund.org)

**The Training Fund Professional Development benefit has now been expanded to cover reimbursement for State and Federal licenses required for employment, and eligible professional development activities for all bargaining units!**

Members can use this benefit to seek reimbursement for any activity/payment from **September 1, 2024** onward.

You can now use your \$300/year Professional Development reimbursement benefit to cover **State and Federal licenses required for employment.**

- This also includes annual WA Department of Health License Renewals

### You will need to provide:

- Valid proof of payment
  - *(Receipt that includes: Name, Date of payment & Paid activity)*
- Copy of your license info that was paid when making this request
  - *(Screenshot directly from the DOH website - after renewal - is acceptable proof)*

Make sure you submit all 2024 funding requests *before the Dec 31 deadline.*