

Through our unity and action we won!

As nurses we have stood together to make improvements for our patients and ourselves for many years. For the first time in bargaining we were able to fight alongside our service co-workers and win a contract that protects our sick and vacation, gives us greater voice in our healthcare and prescription costs and makes us a stronger union. Because we stood together with our service co-workers and Nurses have ratified our contract agreement that maintains our current health care benefits; sick & vacation time; preserved important premiums; secures our place in New Employee Orientation; begins a process of developing a break relief program; and lines us up to bargain with the rest of our health care team by having the same expiration date as the service unit contract.

These victories only happened because of the actions we took here in the hospital. We wore stickers, stood on the picket line with service workers, sent emails to our administration calling on them to value worker and patient safety by keeping our rest-between-shift standard, and made it loud and clear that our current sick and vacation leave is what works for us and our families.

Our actions showed the hospital that not only will we stand up for what's right for current nurses but also make sure we can recruit and retain future nurses and ensure that they have the same benefits that we have. Now that we've ratified our contract, we will continue to grow our strength and build our union. Talk to your delegate about how you can be part of building a stronger organization, help educate new nurses about our contract, or be a part of our staffing committees to ensure nurses are getting meal and rest breaks.

Together we've shown that when we take action and stand united we can improve standards for ourselves, our hospital, and our patients.



"Together we have fought off takeaways and won improvements to staffing and standards. Management came to the negotiating table with take-aways—PTO instead of our sick and vacation leave, taking away our rest between shift standards and low-census for incentive shifts. We've kept all of that and actually won the \$5 per hour incentive shift bonus to part-timers as well. Our healthcare now has some improvements and safeguards for 2019. We now have 15 minutes during New Employee

Orientation to introduce our new employees to the union and put a contract in their hands. The fact that Service and RNs now have common contract expirations will allow us to support each other with one unified voice."

Trish Bowman RN 3EW



"I have seen nurses accomplish many things when we stand together over common issues. We show we can win by doing the things that demonstrate our unity: when we sign petitions together, all send emails to our leadership, join a delegation to our CEO, vote to take action or be a part of an informational picket, and most importantly being a member of union. We are most powerful when everyone does one thing to support having a strong union. Let's all commit to our part in having a great contract

that makes Memorial the place we choose to work and give care. And vote 'Yes' for our new contract."

Heather Sparks, RN ED



"I am an RN at Yakima Gastroenterology where we joined the union a few years ago. We previously had had a PTO system which required us to use PTO days for 3 days in a row before we could use our EIT (extended time off). Now that we have vacation and sick time, I have more vacation time off to spend with my family. I am happy that we maintained our sick and vacation system so we can stay healthy around patients and help retain nurses by allowing us to use our vacation time for

vacations and not have to use it when we get sick. Through unity and taking action we can do more together than we ever could separately."

Kathy Kroth RN Yakima Gastroenterology Clinic



"I am from Louisiana and worked in a major hospital there. We had no unions for Healthcare workers. But because of our union here, I get paid \$6 more an hour. The floor is staffed and I can actually do the work I trained to do. I can be the nurse my patients expect and deserve. I see the union difference, that's

why I became a member."

Karla Oourke RN, 5EW

Issue	Tentative Agreement
Wage improvements	
Across-the-board increases	First payroll period following ratification: 1.5% January 1, 2019 1.75% Contract expires January 1, 2020 (same day as service agreement)
Secure benefits	
Vacation and sick	No PTO for <u>any</u> nurse. Keep current vacation and sick time.
Maintenance of Benefits	Employer will continue PPO, HSA and Value Plans in 2019 Current deductibles, wellness incentives, out of pocket maximums and amount of HSA contribution will remain the same. HSA account contribution will continue to be front loaded in 2019
Medical Expenses	Employees will be offered payment plans for bills upon request. Employees who comply will not be subject to collections or garnishment. Hospital will make a good faith effort to contact employees before submitting bills to collections or garnishment. If employee is already in collections or garnishment, they must work directly with collections to reach an agreed on plan, but will continue to be eligible for charity care. Joint Labor-Management Medical Benefits Committee will endeavor to make prescription drug pricing information available to employees, and to expand pharmacy network of retail pharmacies at the Tier 1 level. In cases where Tier 1 services are not provided or available in network and services and providers are not reimbursed at Tier 1 level, nurses will have option to appeal the decision to the Hospital.
Medical Benefit Committee	Medical benefits committee will meet 2 nd quarter of year (not last quarter) to review current medical plan, any anticipated cost increases, and utilization data.
Staffing and working conditions	
Incentives	Nurses working incentive hours will not be required to take low census Incentive hours expanded to include part-time nurses
New break relief program	Hospital will not discipline nurses for accurately reporting missed meal or rest breaks. Subcommittee of Nurse Staffing and Practice Committee will be formed in 30 days to collect missed meals and break data and identify the two units with highest incidents of missed meals and breaks, and develop a process for addressing the issue. Data on effectiveness of process will be reviewed at 30, 60 and 90 days after implementation, and recommendations developed for next steps in addressing issue of missed rest and meal breaks, based on this pilot.
Low census rotation	Where assistant nurse managers participate in patient care, they shall participate in low census rotation.
Weekend premium	A nurse who agrees to voluntarily work 3 out of 4 continuous weekends or every weekend, will be paid weekend premium for every weekend hour worked.
Compass staffing	Union and management will engage in good faith negotiations for a Letter of Understanding on Compass staffing, with goal of an agreement for appropriate staffing by March 31, 2018.
Posting of positions	New positions will be posted for 5 calendar days, but will not be posted on the weekends (new positions will always be available to be viewed on Fridays)
On Call	A 3rd consecutive worked shift will be paid at 2X even if one of the periods is part of a regularly scheduled shift.
Available status	Available nurses must work minimum of 24 hours during each rolling 3 month period.
Respect for our Organization	
Improved access to new employees	Union delegate or representative allowed ¼ hour during orientation (not after) to introduce new employees to the Union.
Contract expiration	
Common expiration with Service unit	January 1, 2020 expiration, same as service unit.

