



# Voices United for Power

## OUR UNION DIFFERENCE



**Olympic  
Medical Center**

# We are making Olympic a great hospital through our union!

By standing together in our union, we have the power to win better standards for our hospital and our community. In our 2017 contract bargaining, we set a new bar for Olympic and made a pathway for everyone in our community to see higher standards.

Our contract will help Olympic grow with the needs of our community. By raising wages for everyone, we've ensured that all of our staff can afford to work at Olympic and afford to support our families. Frontline staff are included in setting staffing standards that match the needs of our patients and we are improving staff recruitment and retention by expanding and maintaining benefits that will support our families.

We won higher standards by taking action and being heard. A record number of us participated directly by wearing stickers, signing petitions, presenting to the board, and coming to events and that's what makes a difference. Now, we must continue contributing to our professions, our hospital, and our community by standing together as a union.



"We feel empowered. This contract raises standards because so many people were engaged and took action. Our success comes from our

participation and our victory with this contract means that we will be raising standards in the community."

**Steven Higgs, RN, Emergency Room**

### A voice in frontline staffing

By standing together, we won a voice in staffing that has a real impact on the care patients receive. Our patients get the care they need when they need it through our staffing alert system. Now that charge nurses can call in additional staff when we are short, our patients can count on having adequate staffing at all times. In addition to requesting long term increases in nursing staff, we have extra shift incentive language that was bargained into our contract years ago, and allows us to call in staff during times of temporary shortages by offering shift incentives willing to fill in when we are short.

**Management hears our voice through our nurse staffing committee** where frontline nurses and staff are able to discuss staffing needs in real time and help shape future staffing plans for their individual departments.

#### **Our Labor Management Staffing Committee:**

- Michelle Uranga, RN, Short Stay
- Laurie Elmer, RN, OB
- Julie Millsap, RN, Med Surg
- Christy Wright, RN, ED
- Steven Higgs, RN, ED
- Lotta Pearl, RN, Surgery
- Sue Yanik, RN, ICU/Telemetry



"Our frontline caregivers are the heart and soul of OMC. We have sicker, more complex and acute patients and each one of them deserves excellent care. I'm so happy that we will be able to utilize the expertise our bedside staff has to be able to increase staff when acuity flexes up."

**Julie Millsap, Rn, Med Surg**

### Wage increase that move us forward

United in our union we won wages that recruit and retain the best staff so we always have enough people working at Olympic. We raised standards so everyone will be making at least \$15 per hour and moves all of us up in pay equally by 2020. Our raises this year alone mean that a fulltime person will make \$1900 more this year. Our union contract keeps us competitive with other area hospitals and will continue to help us support both our families and patient care without having to make a sacrifice.



"We are pleased to win a \$15 minimum and significant across-the-board raises for everyone. Winning improvements for staff meant stepping up and taking actions as a union overall to make this happen. Olympic Medical Center was making upgrades and investing in the facility and by being a union of active members, we made sure Olympic also

invested in us."

**Patricia Bienz, Baker, Dietary**



"I'm so happy to celebrate a successful contract after a lot of toil and action from all of us. We are able to meet our goals, including bringing each of us to a living wage. We see this as an investment in us and an investment in our community. We are excited to continue to make OMC the healthcare flagship of the Olympic Peninsula!"

**Michelle Uranga, RN, Short Stay, Executive Board Representative**

## Recognition of past experience

Because we took action together in our union, we were able to move management to recognize and value our past experience. Security guards with prior experience were able to see pay increases that matched their past experience more closely. This brings more fairness to our wage standards and better values our experience.



"All of us at OMC want to feel appreciated for our dedication to the organization. By winning the new language about taking another look at our credit for past experience, it shows us that OMC is really committed to being a fair workplace."

**Logan Smith, Security Officer, Security**

## Benefits our families can count on

By uniting and taking action we've kept our co-pays affordable so we can use the hospital without worrying about high medical bills. Benefit eligible employees who have met their plan deductible and incur \$100 or more of hospital costs in a quarter can be reimbursed after they fill out and submit an Explanation of Benefits form and along with copies of all medical bills for a hospital related service (excluding ED visits and certain co-insurances). You must submit your bills no later than one month after the end of each quarter. This keeps our families healthy by making care affordable.

## A voice in our career advancement

Through our union, we were able to stand up for our careers and win a commitment to advancement and training. We know that working at Olympic is a career, not just a job. When a new position opens in our departments, department staff get the first chance to apply allowing us to ensure our experience is respected. We also know that advanced training or changing jobs is a part of the medical field. Our contract gives us a voice over how we apply the resources of our career and education fund through Labor Management Committee, making the needs of staff a key part of that fund and allowing everyone to make sure their needs are addressed.

## We're sticking together to keep winning

Our contract is only as strong as we are in enforcing it! Each of us needs to know our contract, make sure it's being followed, and continue sticking together as members of our strong, winning union. Talk to your delegate or organizer to learn more about how we can keep growing our strength.

### Our Union Delegates

Michelle Uranga, RN, Short Stay  
Laurie Elmer, RN, OB  
Julie Millsap, RN, Med Surg  
Erin Anderson, RN, Med Surg  
Isaiah Anderson, RN, Med Surg  
Randi McDougall, ERT, ED  
Cliff Brown, RN, ED  
Christy Wright, RN, ED  
Steven Higgs, RN, ED  
Jeana Hutton, RN, ICU  
Walter Reta, Security Officer, Security  
Lotta Pearl, RN, Surgery  
Sue Yanik, RN, ICU/Telemetry

