



SEIUHealthcare®
United for Quality Care

**Prosser
Memorial Hospital**

June 28, 2018

Together we have the power to win

Because of our union voice we have a lot of power as nurses to stand up for our patients. Bargaining is one way that we make change and ensure our voices are heard on the issues that impact us: staffing, wages, and benefits. We had our first negotiation session with management and laid out our comprehensive economic proposals and other important improvements to our contract. But before we even got the table we showed our unity. Dozens of nurses filled out bargaining survey and together we voted to prioritize the following proposals:

Elevate quality patient care

- Break relief nurses to ensure we get our rest breaks and patient care isn't missed.
- We will be introducing additional staffing proposals at our next negotiation that include strengthening accountability to our proposed staffing plans.

Compensation that keeps up with area hospitals and help recruit and retain great nurses

- Fair across-the-board raises that keep us competitive with area hospitals.
- Fix language that ties our step increase to review date, rather it should be automatic to anniversary date.
- Bilingual premium.
- Improve rest-between shift language.
- Parity between departments when taking incentive shifts.

Greater voice in healthcare

- The right to bargain changes to our plan design, not just our premiums.

Balancing our professional and our family lives

- Stronger language to avoid the abuse of non-emergent call.
- Improving our vacation accruals so we can accrue more sooner.

Recognize and incentivizing specialty training and certification

- Increasing our maximum number of certifications and our certification premium.
- Incentivize and support training for specific certifications.

Winning on these issues means being united as nurses and being together in one strong union. With efforts to weaken our rights as a union, such as the Janus Decision that deliberately targets and limits rights for those of working for a public employer, never has it been more important to stay united. Talk to your bargaining team about what we are doing to protect our rights and our contract.



"Our team was able to introduce all of our economic proposals as well as introducing the staffing of a break relief nurse. As nurses we know break relief is positive for patient care because nurses get much needed meal and rest

breaks and also know that, during that break time, our patients are being cared for. I was pleased that management had many questions and seemed interested in our idea. If we continue to stand together around our proposals that support and improve patient care, we can win on these important standards and commit our management to making break relief happen."

Mary Ella Clark, RN, Acute Care



"I'm really excited that we've had so many nurses do bargaining surveys and come to our proposal vote. We are all invested in having a great contract and doing our part to support the team. We are prioritizing safe staffing

measures like break relief, compensation that recruits and retains, better rewards and incentives for special training and a lot more ideas to improve our work and life balance. What's really important about this negotiation is it's happening at an important time. We are bargaining with new leadership. Our AFSCME coworkers had a tough negotiation. That's why we're showing we're united and serious from the start. And most importantly, the Supreme Court is trying to weaken our right as public hospital nurses to have an all-in-strong-union. If you haven't recommitted to staying union strong and signing the new membership card, talk to me or another bargaining team member or delegate. Together we have nurse power!"

Mardi Dixon, OB

We're standing strong together: No court case can stop us

We're sticking to our union to keep winning for our patients and clients, our families, and our communities.

We're staying strong together even though extremist groups and anti-union employers are counting on the US Supreme Court decision in Janus vs. AFSCME to weaken our union strength. By making it optional for public employees to be in our union they hope we will lose our power to improve our wages, benefits, and even our staffing.

When we're not all in the union together management will try to roll back what we've won. Our union raises standards for all workers and each of us needs to do our part to keep our union strong.

Together we have power to stand up for wages, benefits, and staffing

Say NO to attempts to weaken our union

The Freedom Foundation is one extremist group behind this attack that will try to get us to drop our dues. They might visit our homes, knock on our doors, send us mail with misleading information that we can give ourselves a raise—they might even show up outside of our hospital to talk to us. But what they don't tell us is that if we leave our union we'll be weaker and without power to have a say in our pay, healthcare, and working conditions.

**Here are three things
that we can do right now:**

- **Commit** to keeping our union strong. If you haven't done so already, fill out a new union form at <https://joinseiu1199nw.org> and do your part to stay united.
- **Talk** to your co-workers now about why you're staying in the union and what we've won together. Connect with your delegate and Executive Board leader about what we can do next.
- **Watch** for mail, phone calls, or visits to your house from the Freedom Foundation about dropping your union dues. Don't be fooled: tell the Freedom Foundation that you're staying union strong.

