

Keeping Olympic a great hospital through our union!

We're holding OMC accountable for real sick leave.

We worked hard on Initiative 1433 to make sure that all of us and our families would have access to paid sick leave when we are sick. The initiative allows all workers in the state of Washington to accrue a minimum of one hour for every 40 hours worked.

NOW Olympic Medical Center wants to undermine our contractual bargaining agreement and claims that our hard-earned vacation hours are the same as our SICK hours. Management claims they do not have to allow us to accrue any additional hours for sick leave under the law. This is wrong!



"At OMC we have separate vacation hours, holiday hours, and short term indemnity hours in our contracts. We do NOT have a combined PTO bank such as other hospitals have. By standing strong together in our union, we can keep winning for our patients, our families, and ourselves.

Join me in saying NO to OMC. NO to forcing us to use our vacations for sick days. Healthy workers need both — vacations and sick days."

Michelle Uranga, RN, Short Stay

Our key sick leave proposals:	OMC sick leave proposals:
No changes to our current agreement on vacation hours, holiday hours, short term indemnity, and previous accrued sick leave banks.	Vacation accrued hours to be divided into two separate banks.
All employees earn one hour per 40 hours worked paid sick leave. (FT, PT, per diems, in lieu of benefits employees).	Short term Indemnity will cease on 12/31/19. An extended illness bank will be effective 1/1/19.
Retroactivity to January 1, 2018 when the law took effect.	No additional paid sick leave hours earned for full-time and part-time employees. (Only on OT hours.)
Employee discretion to get paid or unpaid hours when not at work.	No retroactivity because they say our vacation hours are our sick hours — this is wrong.
No retaliation or adverse actions when using paid sick leave.	Paid time before unpaid time. Employees MUST use all paid time hours before requesting unpaid time off when not at work.

Working together we make a difference

We have a proud history of unity and solidarity that has delivered the hard won standards in our contract. Standards that advance care for our patients and provide security for us and our families.



"We have worked hard over the years to win raises guaranteed for all. At our last round of bargaining, we made sure Olympic invested in us too, not just in facilities and more buildings. Now OMC wants to erode our hard earned vacation hours by dividing them into vacation AND sick hours. We said NO loud and clear at the bargaining table. Join us to make our voices louder and clearer — we all say NO to OMC."

Dan Grimes, Plant Maintenance



"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."

Lotta Pearl, RN, OR

Next bargaining date
Wednesday, August 29

Our paid sick leave bargaining team

- Dan Grimes, Plant Maintenance, Service Unit
- Lotta Pearl, OR, Nurse Unit
- Laurie Elmer, OB, Nurse Unit
- Julie Millsap, MedSurg, Nurse Unit
- Michelle Uranga, Short Stay, Nurse Unit