

We're United for Security and Transparency During the COVID-19 Pandemic

Frontline caregiver work is more vital for our community than ever before. We know that throughout this time, some things like assignments and where we work might be different, but we need a transparent process that we can all follow and count on for that. Because of our unity across the RN, Pro-Tech, Service, LPN, Pharmacy, and Case Management bargaining units, we've been able to come together and bargain with management processes and incentives to help make sure we have what we need to do our jobs.

VMC management has signed on to a Memorandum of Agreement that will be valid for the duration of the pandemic so we can have what we need to take care of patients and maintain transparency and fairness during this difficult time.



"The recent MOU with VMC had many wins we need during this extremely unforeseen situation. It prioritizes safety and fairness as much as possible by making sure that health-compromised members can be accommodated with PPE, vacations that were already approved and then get canceled due to the pandemic will

get credited extra time, incentives for working alternate shifts or at different facilities, and committing that we'll get the training and orientation we need if we're working someplace new."

Lynda Roberson, Ultrasound Tech



"This MOU gives us some key protections that we need right now. It establishes float premiums for floating outside our clinical grouping and helps ensure our pay is protected if we are quarantined. For any of us whose areas are shut down, it helps us retain our positions and benefits by being low censused

and reassigning us if possible rather than being laid off. This is a boost to all of us in areas we know are priorities for us all."

Sara Gharbi-Reinking, RN, Float Pool



"We've been meeting with management to raise concerns about PPE, testing, floating, closures, vacation cancelations and other issues that are coming up in our departments. Many of the concerns we've been raising are addressed in this MOU and we're continuing to push management on solutions on the issues

that weren't addressed here."

Chris Lopez, RN, 2W

- **Quarantine Pay:** If VMC sends any of us home due to coronavirus exposure and/or symptoms and requires us to not come to work because of this, we can be paid without using our sick or vacation time.

- **Floating/Re-Assignment:** Management will seek volunteers first for floating/re-assignment. If there's an additional need to re-assign or float people, then they will follow our seniority rotation. Travelers and agency will be re-assigned and/or floated before we are. We will not work outside our scope of practice.

- **RNs** will receive FOG pay for floating outside their clinical groupings per contract.

- **PCAs, Unit Secretaries, SSTs, MAs** will receive \$2/hour for floating outside the same clinical groupings that are outlined in the RN contract.

- **Alternate shifts:** If it's necessary to have someone change shifts (days, evenings, nights), management will have travelers and agency staff switch first, then ask for volunteers before mandatorily reassigning someone. Anyone who switches shifts will receive a premium in addition to the applicable shift differential:

- **RN, Pro-Tech, and Pharmacy bargaining units:** \$7.50/hour

- **Service, Case Management bargaining units:** \$5/hour

- **Vacation Cancellation:** Management will first seek volunteers to cancel their vacations if it's necessary. If management mandatorily cancels someone's vacation, the person will receive 1.5 hours of credit to their vacation bank for every hour that is canceled.

- **Distant Facility Premium:** If we're asked to work at a VMC facility that is 5 miles or more away from our usual worksite, we will receive an hourly premium for it. Pro-Tech and Pharmacy bargaining units will get \$2/hour and all other bargaining units will get \$1.50/hour

- **Accommodation:** Folks can request a job accommodation for underlying health issues or pregnancy through the usual process. Additional PPE may be requested and considered as an accommodation depending on the situation.

- **Prolonged low census:** Folks who are facing partial or full low census will have access to all of their accrued time banks in order to maintain their pay check. Folks may also be eligible for unemployment through the state.

- **Workers from outside our bargaining units:** If we need more staff to meet our needs, management can have someone from outside the bargaining unit help out, but they need to offer the work to a bargaining unit member first so we can make sure our co-workers who are facing low census elsewhere have the first opportunity at other work.

Standing together, Pro-Tech and Pharmacy workers win pay increases for 2020!

Contract Extension Ratified

300 of us in the Pro-Tech and Pharmacy bargaining units secured a contract extension until September 30, 2020 that gives us pay raises for this year and access to the Washington Paid FMLA. This gives us security of our wage increases and the ability to use Paid FMLA if we need to through this uncertain time and is an early bargaining victory for us all.

Some of us need to access support for health issues or because of low censusing or unemployment, either for ourselves or a family member. Washington has improved the safety nets and resources for us all during the COVID-19 pandemic. More information is available at <https://1199nwcovidresponse.org/faq-benefits/>

What we won:

- 3% across-the-board increase for all of us the first full pay period of April
- Access to Washington Paid FMLA, which helps replace our wages if we have a qualifying FMLA health issue or a family member who does
 - We can also use our accrued time to supplement this so we get a full pay check
- Our contract is extended until September 30 and we'll resume bargaining in September

1199NW Member Scenario	PFMLA	L&I	UI	Federal Paid Sick Leave and FMLA	CARES
Low Census			✓		✓
Department Closed No other work available			✓		✓
Department Closed Rejected offered work			Depends why rejected		Depends why rejected
Per Diem Not receiving typical hours			✓		Probably
Immunocompromised	Possibly. If you're able to work use UI		✓		✓
Dependent is immunocompromised	Possibly				✓
Quarantined		✓	✓	✓	✓
Sick with COVID-19	✓	✓		✓	✓
Child Care absences			Depends on if you can work e.g. remotely	✓	If Primary Caregiver and cannot work remotely

COVID-19 Union Response

All-Member Tele Town Hall

With special guest: Gov. Jay Inslee

Thursday, April 16 | 10:30am - 12pm

We invite you to participate in our upcoming all-member tele town hall to learn about our state government's role in the fight against the virus and the impact on our union's response to the COVID-19 crisis. Gov. Inslee will be joined by members of his COVID-19 Health System Response Management team to discuss priorities, top actions, safety and outlook. Members will have an opportunity to ask our most pressing questions and hear answers live.

Open to all members

To join, pick up the phone at the time of the town hall and you'll be connected to the call.

Childcare options for healthcare workers

Many of us are struggling to find the child care we need. King County is stepping up to expand child care options specifically for healthcare workers in this time. We are proud to support elected officials like King County Executive Dow Constantine who are leading efforts to ensure healthcare workers in our County have the support we need. [You can apply for emergency child care by filling out an interest form from the Seattle Department of Education & Early Learning here](#)