



Memorial says they care about healthcare worker burnout, respect, and retention. Show us!

Who is there for patients when they come into the ED? When they recover from surgery? When it's time to ensure their rooms are safe and disinfected? When they struggle to breathe? WE ARE! And we need management to recognize that without us, our hospital fails. Yet their proposals indicate they have no respect for this truth. Management proposes only 1% in wage increases for service workers in years 2 and 3 of our contract. They haven't come back to the table to clarify if they intend to also undercut the nurses in future years. We have no competition in Yakima. We are almost at full capacity. Our operating rooms are up and running. Why does the hospital think they can justify giving so little to such important members of our team? It's time for Memorial to show us their commitment or show us their books.



"I've been working at VM for 32 years. In the last couple years I have barely seen an increase in my check. Our NACs and RNs work so hard to deliver great care under normal circumstances. It is so discouraging and disappointing about all the takeaways from the people that makes the least amount of money. And to not recognize those of us who have been here long and have not used sick leave. Memorial, you can do better. It's time we tell our stories to the Yakima community. Join us in sharing our message with your family and friends." **Erica Corral, 1N, NAC**

Fellow nurse leader speaks to the Governor about supporting frontline healthcare workers

The members of our union who have been on the frontline of this pandemic are regarded by our state's leadership as an essential voice for the patients in our community. That's why the Governor's office recently reached out to our union and invited us to attend a meeting of healthcare leaders in Yakima. OR nurse and SEIU Executive Board member Sylvia Keller spoke passionately about the need to support frontline healthcare workers and make sure that no healthcare worker is forced to decide between their health and safety and their economic security. These forced choices jeopardize the safety of patients and the well-being of workers. In attendance at this small meeting was VMMH CEO Carole Peet. The Governor named Sylvia the Washingtonian of the Day and gave her his apple pin. Yakima currently has one of the fastest growing case counts per capita on the West Coast.



"Being a part of a union means we not only have a voice at work, but that we are recognized as a key voice in the healthcare community by our elected officials. I told the Governor that our hospital is not providing pay for quarantine. We are using our own sick leave and for many of us who recently had babies, or have needed to take FMLA to care for ourselves or a loved one, we go without pay. He was shocked to hear that! Our CEO states that she is concerned about caregiver burnout. She should talk to her bargaining team to ensure that management's proposals actually address that concern. Management's proposals actually communicate that they have no interest in retaining good staff coming out of this pandemic. That's why I'm prepared to talk to community leaders and tell Yakima that the hospital will sacrifice safe staffing if we can't retain healthcare workers." **Sylvia Keller, RN, OR**

Our friends, families and neighbors will stand with us! Be sure to tell your friends and family to stand with healthcare workers and go to www.KeepMemorialSafe.org and to add their name in support of hospital and clinic workers.



We stood up for shift trades and vacation use and we won!

Healthcare workers from throughout the facility came forward ready to fight to preserve our ability to trade shifts and use vacation to cover a shift trade. Never before has it been more important to preserve this practice. COVID has taken a toll on our physical and mental well-being. We spend a lot of time away from those we love and come home exhausted. We were able to get our management to understand that barring use of vacation when we need time off and trade shifts runs counter to their professed concern about worker burnout. When we come together on shared issues, we win!



“Past practice at Memorial has always been, if you need a day off and you find your own coverage without impacting patient safety then the individual could take vacation time to cover the day they needed off. Management wanted to take that away from us. The impression I got was “we also need to take one for the team like the rest of the hospital has.” I understand VM is trying to cut corners anywhere possible because of COVID and the financial situation, but that isn’t right. Being someone who worked 60 hour weeks and 16 hour shifts all winter to help when the hospital was short staffed and now we need to give 6 weeks-notice to get one extra day off? It’s frustrating to be told once again I need to help the company when I feel like they aren’t willing to help me. This is why it’s important we stick together, defend our contract, our practices that lift up morale, and

ensure a work-life balance.” **Jennifer Curfman, NICU RN**

Farmworkers are in solidarity with healthcare workers

We are not alone as we stand up for safe working conditions and stable economic conditions for ourselves and our families. Farmworkers who labor in agriculture and help bring food to our table are also standing up for safety at work. That is why we are showing our solidarity as essential workers. The farmworkers are supporting us in our community message to the hospital that healthcare workers should not choose between our health and our financial well-being. And they know that we are here for them when they come through our hospital doors. Our members have provided the farmworkers with sanitizer and EVS leader Adela Cuevas met with the leader of the farmworkers to deliver support for their recent strike. Together we can do it! Si se puede!



“It gave me great pleasure and much honor to be the delegate to share a donation of \$5000 to the farmworkers union and their support network-Familias Unidas. It is good to know that as members of the union even in times of pandemic we have the power to help the organizing efforts of other workers who also have the right to organize, improve their working conditions, gain better benefits and stand up for their safety. They know we will be here to care for them should they need us.”

Adela Cuevas, EVS Housekeeper

Many of us have volunteered to furlough. If you are someone who is having trouble with your unemployment please email COVIDLegalAid@seiu1199nw.org.



SEIUHealthcare®
United for Quality Care