

Memorial: Don't tell us we're heroes when you don't mean it

When CEO Carole Peet calls us heroes or tells Governor Inslee that her top concern is caregiver burnout, we are skeptical. We know the value of our labor and without it, our hospital doesn't exist. Is Ms. Peet going to disinfect our rooms to protect patients from C-Diff? Is she going draw blood, prepare meals, clean a patient's nether regions, hold their hand when they take their last breath?

No, but Memorial leadership will ask us to forgo economic protections during pandemic. They don't commit to testing every patient. They promise help will be forthcoming and yet it never arrives. Here is what the hospital really means when they say we are heroes:

- That service workers, at most, deserve a 1% pay increase in 2021 and 2022. In other words, they'll rely on our heroism today but couldn't care less when we leave tomorrow for better jobs.
- Nurses are under market, but that doesn't mean we should get a real raise. According to hospital administration, we should forgo our BSN premium, eliminate a certification and figure out how we should shift money for the wage scale. In other words, they've been too cheap to invest in us. So we should help them figure out how to steal from Peter to pay Paul.
- Quarantine or COVID pay? Oh, we don't need that, they say. There's sick leave for those of us who have it and maybe some government options for those of us who don't.

If Memorial really thought we were heroes, they would value us today and prioritize our retention for the future. Clearly we, as frontline caregivers, have no option here other than to hold them accountable and make sure the Yakima community understands how Memorial administrators are failing their commitment to the health and safety of patients and workers. **Join us in voting for public and united action! We will not stand by and watch the erosion of care and the burnout of our staff. Our patients depend on us like never before.**

ACTION VOTES

August 4-6

11:00am - 7:30pm

(Vote meetings start every hour on the hour)

*Vote meetings will be virtual (online or join by phone)

**Expect the vote meeting to last 20 minutes



"It is not acceptable to show up to a negotiation and not negotiate. They have cancelled because they say they needed more time. Then they show asking us to help them figure out how to we can undercut our own premiums because they want us to put our own money into

the wage scale. They won't respond to safety provisions around COVID. Their real strategy is drag out bargaining because they think it will cost them less to do so. This isn't true. It will cost them greatly when good staff leave. And when we tell them in bargaining how hurtful this is, they think they need to remind us how difficult things are right now. I don't need to be reminded by some hospital attorney about what's happening. I am reminded every day I see all of us mask and gown up, every day I see strain and exhaustion among my coworkers, every day when the cases rise and the sick come to us. If Memorial won't live its values, then we must take public action! Join me at the vote!" **Sylvia Keller, RN, OR**



"Management came to the table this time around and proposed to take away certification pay so they could boost the beginning of our pay scale. There's no plan to invest additional money in us, which makes me feel degraded for all my hard work and dedication. We pride ourselves in being a teaching hospital; so what incentive

is there in not getting paid for our certifications or degrees we earned? What does this teach the younger folks? Moving up the base rate pay may be a good idea right now, but in the long run, what makes people stay is how they are treated. I stay because of my coworkers. I know people who have left because they were being mistreated by management or felt they weren't being appreciated. If you could go somewhere else and get better pay and have a better work environment, why wouldn't you? Showing up to negotiations for the past few months feels like they are waiting for us to breakdown and quit! As a part of your negotiations team, we will not give up!"

Karen Arreola, RN, 2EW, Stroke, Oncology, Medical Overflow



"In EVS we are tired, we are giving 100% every day and we do not feel the support from our management. Many other companies are getting hazard pay and we are not and we are the front line infection control of the only hospital in town. Because of the lack of support and appreciation from management, many of

my coworkers are leaving. VM doesn't value the work we are doing by proposing 1% increases for 2 years of the contract. We must stand up and take action. I will be voting yes for public action." **Rodolfo Silva, EVS**