



# Our Union, Our Hospital, Our Community

## Building and Maintaining Our Standards at OMC

When we stand together in our union we have the power to maintain the important standards we've fought and won for our hospital and our community.

This has been a challenging year for healthcare workers: our work, our working conditions, and our safety is what guarantees that our community will continue to receive the quality care they need during this important time.

Through our unity we've held management accountable, maintained our benefits, and bargained protections during the pandemic:

### COVID-19 Caregiver Health and Safety Protections

As the frontline of public health in our community we continue to stand united for patient and healthcare worker safety. That's why we came together with our colleagues in UFCW 21 to negotiate an agreement with OMC that provides some guarantees in these uncertain times:

- Pay and benefit protections during quarantine or illness;
- Accommodation and protection for at-risk healthcare workers;
- Commitments regarding PPE, including access to N95 masks;
- Access to scrubs, showers, and designated areas to don and doff;
- Timely notice of exposure to COVID-19 positive patients;
- Priority COVID-19 testing for caregivers; and
- Access to Families First Coronavirus Response Act (FFCRA) sick leave and family leave benefits.

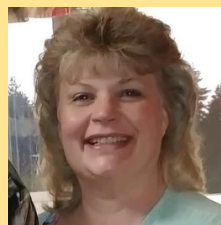
We called on OMC to renew this important Health and Safety MOU through December 31, 2020. As frontline healthcare workers we deserve to feel safe and respected during this uncertain and dangerous pandemic—we can't care for the community unless OMC cares for us.



"We expect OMC to do the right thing and renew our COVID-19 Health and Safety MOU immediately, and especially, in light of the magnitude of the pandemic in its current iteration. We need

to keep our OMC standards high and prioritize the safety and protection of our medical center's staff, patients and community. The immediate renewal of our COVID-19 Health and Safety MOU is a priority for us and we want to believe it's a priority for management as well."

**Laurie Elmer, RN, OB**



"We are not 'superheroes who don't get sick'—we are moms, wives, daughters, sons, husbands, brothers—and we deserve to be protected not just for our patients but for our families and for ourselves. None of us signed on for this but we are here to take care of our patients. As a team we met with

management several times to secure protection for us and our patients. We secured a Health and Safety MOU that addresses pay and benefits protection for staff, PPE and other important concerns. It's time for OMC to renew it!" **Julie Millsap, RN, Med/Surg**



## We're United for Quality, Affordable and Sustainable Healthcare Benefits

OMC proposed we change our current healthcare insurance from the Public Employees Benefit Board (PEBB) to Premiera Blue Cross. As caregivers, we know how important quality healthcare is—that's why we took any proposed change to our healthcare coverage very seriously and used our values to guide us:

1. Quality coverage and plan design
2. Affordability for us and our families
3. Long-term plan stability and sustainability

Our team reviewed and evaluated management's Premiera plan and determined that it did not meet our values nor was it equivalent to or better than our current PEBB coverage. We communicated this to management clearly and forcefully and it is our expectation that our PEBB healthcare insurance will continue for the foreseeable future.



"OMC caregivers are on the frontline during the COVID-19 pandemic. One of the reasons we're able to protect and care for our community is because we have PEBB healthcare coverage that we can count on. Over the last year we did a lot of listening and research into management's suggested Premiera Blue Cross plan. As of yet, the Premiera plan has not met the standards we need to protect ourselves so that we can protect our community." **Steve Higgs, RN, Emergency Department**

## Building, maintaining, and protecting our quality standards at Olympic Medical

Our union contract helps Olympic grow with the needs of our community. In 2017 we raised wages for everyone, ensuring that all of our staff can afford to work at Olympic and afford to support our families.

We fought for and secured living wage increases: as of March 1, 2020, everyone at OMC now earns, at a minimum, \$15/hour. For Registered Nurses, our wages have gone up between 5.7% and 10% in the last three years, and for Service Workers our last raise on March 1, 2020, completed the last raise of a series of significant wage increases.



"During our last round of bargaining we were able to bring our support staff co-workers up to a living wage. We told management that every single person at the hospital is an important member of the healthcare delivery team and that if some of us can't afford to pay our bills or put our kids in daycare, it affects all of us. We were also able to secure markets adjustments and across-the-board increases for other job classes which now, more than ever, matter. Recruiting and retaining caregivers at OMC ensures that as a public hospital we're able to care for our community. Our unity and action during the last round of negotiations made a big difference—and it will again!" **Randi McDougall, ER Tech/ED**



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