

We're committed to caring for our community during COVID-19. It's time for OMC administration to care for us!

OMC administration must do more to protect our safety during COVID-19

We need:

1. COVID-19 protection through to the end of the pandemic, not only until January 31, 2021, as OMC administration has proposed. With a pandemic that is surging, not receding, we need critical protections for the duration of the pandemic. COVID-19 is not going to end anytime soon—so why would our protections?
2. We're being forced to forgo pay or use vacation hours while waiting for our own COVID-19 tests. It's not fair to punish nurses and healthcare workers who are ensuring the safety of everyone around them. We've proposed rapid testing (and the Governor agrees!) for all healthcare workers and a fair solution for paid time when rapid tests aren't available—it's time hospital administration makes those commitments.

If we have any COVID-19 symptoms or have had a low or moderate COVID-19 exposure at work, employee health is asking us to stay home until we can produce a negative COVID-19 test result. We're committed to protecting our patients and co-workers but using our vacation time or going without pay isn't going to work for the duration of this pandemic. Our solution is more than fair: we've proposed that we can use our accrued short term disability hours (without the 24 hour waiting period) to cover our time waiting for negative test results. Why won't hospital administration agree?



As cases are surging, renegotiating the MOU is a waste of caregivers' time

"COVID-19 cases in Clallam County are rising—just like in the rest of the country. It used to be that we'd see one or two suspected COVID-19 patients a week, now we're seeing one or two suspected cases a day! And there's no foreseeable end in sight. So why does OMC hospital administration want our COVID-19 health and safety agreements to expire January 31, 2021, only two months from now? I want to care for my community; I want to keep my co-workers safe. I don't want to waste time renegotiating this safety agreement for a third time!"

Steve Higgs, RN, Emergency Department

ACCESS THE FULL AGREEMENT AT: <https://1199nwcovidresponse.org/mou-with-omc/>



We need an agreement that gives us peace of mind and keeps us safe

"When COVID-19 first arrived in Clallam County in the spring, we sat down with OMC hospital administration to discuss our safety as essential hospital workers on the front line, and we reached an agreement, including protections for our at-risk co-workers, access to PPE, and timely notice of exposure to COVID-19 amongst other critical protections. Our agreement ensured our safety and has given us peace of mind. Now it's the winter and

we're in the second surge—so why is hospital administration insisting that our safety agreement should end January 31, 2021? I work in the emergency department caring for my community—I need to know OMC hospital administration's got my back—not just until January 31st but until the pandemic ends." **Randi McDougall, ER Tech, Emergency Department**



We need long-term solutions for a long-term pandemic

"We too are members of the community we serve—we are the wives, husbands, mothers, fathers, sons, and daughters who provide care on a daily basis to our community's most vulnerable. As nurses and healthcare workers at OMC we've been called "our community's most valuable resource." Yet our community may not be aware that since June we've been asking OMC hospital administration to settle a COVID-19 safety agreement that meets our

needs as the frontline staff most at risk. An agreement that keeps us, and our community, safe during the pandemic. If we've had an exposure at work or we're feeling sick, we need access to paid time off while we wait for test results. We're not tested on a regular basis and we don't have guaranteed access to rapid testing. Many of my co-workers are single-income families and live paycheck to paycheck. Many of my co-workers have exhausted their vacation banks to cover their time off while waiting for test results. I'm worried that as their time banks diminish they may come to work sick because they need a paycheck. This pandemic is not going to end anytime soon! We need long-term solutions and a long-term agreement—not one that expires January 31, 2021, as hospital administration has proposed. It's time to protect "our community's most valuable resource" so that we can continue caring for our community." **Julie Millsap, RN, Med/Surg**

Fill out your bargaining survey

Bargaining is our opportunity to address what matters to us, and our bargaining survey is how we share input on our priorities for bargaining.



Open your mobile phone's camera app and point it steadily for 2-3 seconds towards the QR Code to open the survey.

Access the survey online:
<https://www.surveymonkey.com/r/XP98Y8>



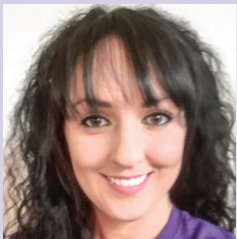
STRONGER TOGETHER!
Case Management Joins Our Union at OMC



“Our department has grown and changed in so many ways in the 14+ years I have been here. Some changes have been positive, but many inequities have remained. It is high time for change, and I am thrilled to be joining SEIU Healthcare 1199NW to be Union Strong! I am looking forward to our department moving from isolation to being part of a solid, strong whole.”
Susan Davis RN, Case Management



“With the increasing complexity of discharge planning and the limited resources available for patient care needs in our community, it is more important than ever that OMC Case Managers have a structured way to voice our concerns and give our input about patient care. We have decided to join SEIU Healthcare 1199NW as a way to enhance our ability to work collaboratively with management for the needs of our staff, our patients, and our community.”
Trisha Hoagland, Social Worker, Case Management



“It’s very exciting that OMC case management is joining SEIU. This is important for everyone, now and down the road. Being part of the collective strength of the union is empowering. Today we are claiming our seat at the table.”
Theresa Chiu, Social Worker, Case Management

Update from RN-LPN JLMC (November 19, 2020) & Service JLMC (November 24, 2020)

- Is there any progress on an RN Float Pool and/or what’s the plan to ensure uninterrupted breaks?** Hospital administration informed us that they are currently creating a job description for a “resource nurse” and looking to implement this by the first quarter of the New Year. This will be a trial run.
- Is hospital administration re-visiting the current visitor policy given the surge of COVID-19 cases in Clallam County?** Hospital administration responded that the visitor policy is under review. They explained that they need to find a balance between the needs of patients and the safety of staff and patients.
- Are we going to start COVID-19 testing all employees and patients?** Hospital administration communicated that they want to increase testing for staff and patients as much as possible but do have limitations. They let us know that the bio-fire machine is about to come onboard, and they’ve increased drive-up testing hours.
- Sitters—what’s the plan for quality care and safe staffing?** Hospital administration informed us that they recognize the growing need for sitters is a concern and are looking into a variety of solutions. They are also going to start collecting more data on sitting needs within the hospital so that they can track and trend data in order to best allocate resources.