

**100% voted YES for our families and our community**

**We won stability, security and certainty!**

- ✦ A one-year contract extension—contract standards remain status quo;
- ✦ A three percent (3%) across-the-board wage increase for everyone; and
- ✦ A fair and transparent process to negotiate health care benefits starting in August of 2021.



“We are very pleased with the outcome of our negotiations! Hospital administration did the right thing and they agreed to a contract extension that was very fair for all of us working hard during this pandemic.”

—**Lotta Pearl, RN, Surgery**



“We appreciate everyone who joined us at both our proposal votes and our ratification votes. Hospital administration agreed to our proposal and our discussions were smooth and respectful. As part of our contract extension we agreed to meet and negotiate healthcare benefits in August and September. We want to make sure we have a healthcare plan that’s good for us and the hospital—we’re looking forward to those important discussions.”

—**Dan Grimes, Plant Operations**



“It’s great to be able to come to an agreement with OMC hospital administration that finds common ground. We wanted security and stability and administration did too. In these uncertain times it’s a relief to have this contract extension behind us. Hospital administration did the right thing.”

—**Laurie Elmer, RN, OB**



“This contract extension will give us the opportunity to sit down—next year—to negotiate a contract that’s good for us, good for our patients and good for the hospital. A contract extension will allow us to meet face-to-face (hopefully) and have discussions about our concerns as nurses and healthcare workers.”

—**John Allen, RN, Radiology**



“Our negotiations were a huge success! We won a 3% raise for everyone, a fair agreement to negotiate comparable health insurance in August, and a one-year extension during this extreme time of uncertainty with a pandemic crippling our country and work environment. I voted ‘yes’ for a stable, better and stronger agreement with no takeaways.”

—**Steve Higgs, RN, Emergency Department**

**A CONTRACT extension is the right choice for our families, our patients and our community!**

- ✦ To protect our contract standards while we navigate the uncertainty of the pandemic;
- ✦ To bargain when we can exercise our full power and take collective action;
- ✦ To bargain in-person—we want hospital administration to have to look us in the eyes!

**STRONGER TOGETHER—Case Management Joins our Union at OMC**

Clinical Documentation Specialists, Nurse Care Managers, Social Work Care Managers, Utilization Management Nurses and Case Management Associates are now members of our union at Olympic Medical Center. Welcome!



“Though our journey is not complete it feels SO good to be

integrated into the collective bargaining agreement and to be part of the strength of our Union at OMC. We are appreciative of the welcoming support of SEIU Healthcare 1199NW members and co-workers. The contracts and our future wage structure will create a stronger Case Management department with the ability to optimally support our patients and co-workers for the best possible care.”

—**Susan Davis, RN/Case Management**

## United for Quality, Affordable and Sustainable Healthcare

As nurses and healthcare workers we know how important quality healthcare is. That's why we take any proposed change to our healthcare coverage very seriously. Hospital administration has proposed moving from the PEBB-UMP health care plan to the Premera Blue Cross healthcare plan. In August of 2021 we will sit down with them to negotiate our future plan.

### Our values will guide us:

- ★ Quality coverage and plan design;
- ★ Affordability for us and families;
- ★ Long-term plan stability and sustainability.



“Bargaining healthcare benefits is a big deal. We want a healthcare plan that's good for us and our families, that's affordable, and that provides good coverage. When we meet with management in August we'll be asking for a lot of information about the proposed Premera Blue Cross plan so that we can make improvements if needed. We want to make strides that will benefit both our members and the hospital.”

—Julie Millsap, RN, Med/Surg

## Our Bargaining Team

**Julie Millsap, RN/Med-Surg**

**Steve Higgs, RN/ER**

**Randi McDougall, ERT/ER**

**Sam Counts, RN/ER**

**Jared Hagaman, RN/ICU**

**Michael Manley, EVS**

**Patricia Bienz, Dietary**

**Laurie Elmer, RN/OB**

**Lotta Pearl, RN/OR**

**Brian Ramirez, Security**

**Brice Taylor, Security**

**John Allen, RN, Radiology**

**Dan Grimes, Plant Ops**

**Theresa Chui, Social Worker, Case Management**

**Trisha Hoagland, Social Worker, Case Management**

# When we fight we win!



COVID-19 Health and Safety Protections Improved & Extended  
<https://1199nwcovidresponse.org/mou-with-omc>

### New and improved health and safety protections:

- 1 We can now use our accrued short term disability hours leave three (3) times without the 24-hour waiting period to cover time away from work when waiting for a COVID-19 test result;
- 2 Workplace exposures will be determined in alignment with CDC, DOH and County guidelines; and
- 3 Our COVID-19 health and safety protections are guaranteed through June 30, 2021.

### Continued protections:

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