



Working together for the future of OMC!

As healthcare workers, we know that decisions by lawmakers affect our patients, our hospitals, and our jobs— that's why it's so important we hold our elected leaders accountable to supporting healthcare workers and patients.

We met with our state lawmakers from the 24th Legislative District—Rep. Tharinger, Rep. Chapman, Senator Kevin Van De Wege—our OMC union leaders, and OMC hospital administration to discuss the continuation of the Washington State budget proviso providing for increased Medicare/Medicaid reimbursement for OMC.

The response of our elected lawmakers was very positive—it's likely we will receive the increased reimbursement rates. As a small, community hospital, this extra funding is critical and we know that when OMC is fiscally sound, it's good for the community and for nurses and caregivers.

“During our meeting with 24th LD legislators, we got the opportunity to share with them what our day-to-day is like at OMC, and how critically important more funding would be for things like PPE, staffing and wages. We know that as a small community hospital we may not be able to keep our doors open without consistent state funding. That's why we partnered with hospital administration to urge our legislators to continue the increased Medicare/Medicaid reimbursement rates so that we can continue to provide excellence in healthcare in Port Angeles. This is a perfect example of how OMC hospital administration benefits from having a strong union at OMC—we're the ones in the trenches and our stories are what moves politicians to take action to support our hospital.” **Steve Higgs, RN, Emergency**



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.

“We bargained these raises with management during Covid-19 to ensure that we can pay our bills and stay afloat during these difficult times. We're looking ahead to bargaining with the hospital this fall for improved insurance coverage!”

Dan Grimes, Union Delegate and Bargaining Team Member, Materials Management



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3% Across-the-Board Wage Increases

When we unanimously voted on a contract extension in February, we voted for an across-the-board wage increase that every union member received this month. And, and as a result of our unity in 2017, we also won an extra day (8 hours) of vacation— both the across-the-board wage increase and the additional vacation day were set to be implemented March 26, 2021.



SVC																								
Position	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	25
Food Service Aide	\$15.47	\$15.76	\$16.05	\$16.37	\$16.67	\$16.96	\$17.26	\$17.58	\$17.87	\$18.18	\$18.49	\$18.78	\$19.08	\$19.38	\$19.69	\$19.98	\$20.29	\$20.60	\$20.89	\$21.20	\$21.50	\$21.81	\$22.09	\$22.41
FSW/Customer Care	\$15.47	\$15.76	\$16.05	\$16.37	\$16.67	\$16.96	\$17.26	\$17.58	\$17.87	\$18.18	\$18.49	\$18.78	\$19.08	\$19.38	\$19.69	\$19.98	\$20.29	\$20.60	\$20.89	\$21.20	\$21.50	\$21.81	\$22.09	\$22.41
Environ Svcs I	\$15.99	\$16.27	\$16.56	\$16.88	\$17.18	\$17.48	\$17.78	\$18.10	\$18.39	\$18.69	\$19.00	\$19.29	\$19.59	\$19.90	\$20.21	\$20.50	\$20.81	\$21.12	\$21.40	\$21.71	\$22.01	\$22.32	\$22.61	\$22.93
Storeroom Aide	\$15.99	\$16.27	\$16.56	\$16.88	\$17.18	\$17.48	\$17.78	\$18.10	\$18.39	\$18.69	\$19.00	\$19.29	\$19.59	\$19.90	\$20.21	\$20.50	\$20.81	\$21.12	\$21.40	\$21.71	\$22.01	\$22.32	\$22.61	\$22.93
Floater/Expeditor/Relief	\$15.99	\$16.27	\$16.56	\$16.88	\$17.18	\$17.48	\$17.78	\$18.10	\$18.39	\$18.69	\$19.00	\$19.29	\$19.59	\$19.90	\$20.21	\$20.50	\$20.81	\$21.12	\$21.40	\$21.71	\$22.01	\$22.32	\$22.61	\$22.93
Security Guard	\$16.47	\$16.77	\$17.07	\$17.40	\$17.71	\$18.01	\$18.32	\$18.65	\$18.95	\$19.27	\$19.59	\$19.89	\$20.20	\$20.52	\$20.84	\$21.14	\$21.45	\$21.77	\$22.07	\$22.39	\$22.70	\$23.02	\$23.32	\$23.65
Environ Svcs II	\$16.47	\$16.77	\$17.07	\$17.40	\$17.71	\$18.01	\$18.32	\$18.65	\$18.95	\$19.27	\$19.59	\$19.89	\$20.20	\$20.52	\$20.84	\$21.14	\$21.45	\$21.77	\$22.07	\$22.39	\$22.70	\$23.02	\$23.32	\$23.65
PCA	\$16.74	\$17.05	\$17.38	\$17.70	\$18.00	\$18.32	\$18.65	\$18.96	\$19.28	\$19.61	\$19.92	\$20.23	\$20.56	\$20.88	\$21.19	\$21.52	\$21.84	\$22.15	\$22.46	\$22.79	\$23.10	\$23.42	\$23.74	\$24.06
CS Tech	\$16.74	\$17.05	\$17.38	\$17.70	\$18.00	\$18.32	\$18.65	\$18.96	\$19.28	\$19.61	\$19.92	\$20.23	\$20.56	\$20.88	\$21.19	\$21.52	\$21.84	\$22.15	\$22.46	\$22.79	\$23.10	\$23.42	\$23.74	\$24.06
Baker/Deli/Cook	\$17.38	\$17.71	\$18.03	\$18.38	\$18.70	\$19.03	\$19.36	\$19.71	\$20.03	\$20.37	\$20.71	\$21.03	\$21.37	\$21.71	\$22.04	\$22.37	\$22.71	\$23.04	\$23.36	\$23.71	\$24.04	\$24.37	\$24.71	\$25.05
Diagnostic Imaging Aide	\$17.38	\$17.71	\$18.03	\$18.38	\$18.70	\$19.03	\$19.36	\$19.71	\$20.03	\$20.37	\$20.71	\$21.03	\$21.37	\$21.71	\$22.04	\$22.37	\$22.71	\$23.04	\$23.36	\$23.71	\$24.04	\$24.37	\$24.71	\$25.05
Endoscope Reprocessor	\$17.38	\$17.71	\$18.03	\$18.38	\$18.70	\$19.03	\$19.36	\$19.71	\$20.03	\$20.37	\$20.71	\$21.03	\$21.37	\$21.71	\$22.04	\$22.37	\$22.71	\$23.04	\$23.36	\$23.71	\$24.04	\$24.37	\$24.71	\$25.05
Surgery Orderly	\$17.38	\$17.71	\$18.03	\$18.38	\$18.70	\$19.03	\$19.36	\$19.71	\$20.03	\$20.37	\$20.71	\$21.03	\$21.37	\$21.71	\$22.04	\$22.37	\$22.71	\$23.04	\$23.36	\$23.71	\$24.04	\$24.37	\$24.71	\$25.05
CNA	\$17.38	\$17.71	\$18.03	\$18.38	\$18.70	\$19.03	\$19.36	\$19.71	\$20.03	\$20.37	\$20.71	\$21.03	\$21.37	\$21.71	\$22.04	\$22.37	\$22.71	\$23.04	\$23.36	\$23.71	\$24.04	\$24.37	\$24.71	\$25.05
Unit Secretary	\$17.38	\$17.71	\$18.03	\$18.38	\$18.70	\$19.03	\$19.36	\$19.71	\$20.03	\$20.37	\$20.71	\$21.03	\$21.37	\$21.71	\$22.04	\$22.37	\$22.71	\$23.04	\$23.36	\$23.71	\$24.04	\$24.37	\$24.71	\$25.05
Ane Aide	\$17.99	\$18.32	\$18.64	\$18.99	\$19.32	\$19.65	\$19.98	\$20.33	\$20.65	\$20.99	\$21.33	\$21.65	\$21.99	\$22.33	\$22.66	\$22.99	\$23.33	\$23.66	\$23.98	\$24.33	\$24.66	\$24.99	\$25.33	\$25.67
Arrhyth Tech	\$17.99	\$18.32	\$18.64	\$18.99	\$19.32	\$19.65	\$19.98	\$20.33	\$20.65	\$20.99	\$21.33	\$21.65	\$21.99	\$22.33	\$22.66	\$22.99	\$23.33	\$23.66	\$23.98	\$24.33	\$24.66	\$24.99	\$25.33	\$25.67
Cert Endoscope Reprocessor	\$17.99	\$18.32	\$18.64	\$18.99	\$19.32	\$19.65	\$19.98	\$20.33	\$20.65	\$20.99	\$21.33	\$21.65	\$21.99	\$22.33	\$22.66	\$22.99	\$23.33	\$23.66	\$23.98	\$24.33	\$24.66	\$24.99	\$25.33	\$25.67
Cert CS Tech	\$17.99	\$18.32	\$18.64	\$18.99	\$19.32	\$19.65	\$19.98	\$20.33	\$20.65	\$20.99	\$21.33	\$21.65	\$21.99	\$22.33	\$22.66	\$22.99	\$23.33	\$23.66	\$23.98	\$24.33	\$24.66	\$24.99	\$25.33	\$25.67
ERT	\$17.99	\$18.32	\$18.64	\$18.99	\$19.32	\$19.65	\$19.98	\$20.33	\$20.65	\$20.99	\$21.33	\$21.65	\$21.99	\$22.33	\$22.66	\$22.99	\$23.33	\$23.66	\$23.98	\$24.33	\$24.66	\$24.99	\$25.33	\$25.67
Storekeeper	\$17.99	\$18.32	\$18.64	\$18.99	\$19.32	\$19.65	\$19.98	\$20.33	\$20.65	\$20.99	\$21.33	\$21.65	\$21.99	\$22.33	\$22.66	\$22.99	\$23.33	\$23.66	\$23.98	\$24.33	\$24.66	\$24.99	\$25.33	\$25.67
Document Specialist	\$17.99	\$18.32	\$18.64	\$18.99	\$19.32	\$19.65	\$19.98	\$20.33	\$20.65	\$20.99	\$21.33	\$21.65	\$21.99	\$22.33	\$22.66	\$22.99	\$23.33	\$23.66	\$23.98	\$24.33	\$24.66	\$24.99	\$25.33	\$25.67
Buyer	\$20.62	\$21.01	\$21.41	\$21.78	\$22.19	\$22.58	\$22.97	\$23.35	\$23.74	\$24.13	\$24.53	\$24.91	\$25.31	\$25.70	\$26.09	\$26.47	\$26.86	\$27.25	\$27.66	\$28.03	\$28.43	\$28.82	\$29.21	\$29.59
Maint	\$21.63	\$22.04	\$22.45	\$22.85	\$23.27	\$23.67	\$24.07	\$24.49	\$24.88	\$25.30	\$25.71	\$26.11	\$26.51	\$26.92	\$27.33	\$27.74	\$28.14	\$28.55	\$28.96	\$29.37	\$29.78	\$30.18	\$30.59	\$30.99
Plant Op	\$24.02	\$24.48	\$24.94	\$25.41	\$25.87	\$26.35	\$26.80	\$27.26	\$27.74	\$28.20	\$28.66	\$29.13	\$29.59	\$30.06	\$30.53	\$30.99	\$31.46	\$31.92	\$32.38	\$32.85	\$33.31	\$33.78	\$34.25	\$34.70

Wage Scale continued on next page >>>

3% Across-the-Board Wage Increases

RN	
Step	Ratification
Base	\$31.27
1	\$32.63
2	\$33.81
3	\$34.88
4	\$35.97
5	\$37.24
6	\$38.44
7	\$39.59
8	\$41.06
9	\$42.23
10	\$43.44
11	\$44.01
12	\$44.58
13	\$45.36
14	\$46.16
15	\$46.96
16	\$47.49
17	\$48.04
18	\$48.57
19	\$49.40
20	\$50.20
21	\$50.90
22	\$51.59
25	\$52.89
28	\$53.89

LPN	
Step	Ratification
1	\$21.00
2	\$21.59
3	\$22.13
4	\$22.70
5	\$23.25
6	\$23.79
7	\$24.40
8	\$24.93
9	\$25.46
10	\$26.04
11	\$26.58
12	\$26.86
13	\$27.13
14	\$27.32
15	\$27.51
16	\$27.71
17	\$27.81
18	\$27.92
19	\$28.03
20	\$28.29
21	\$28.56
22	\$29.26
23 (year 22)	\$29.96
26 (year 25)	\$30.66
29 (year 28)	\$31.23



"I am so proud of our bargaining team for negotiating these raises! Management recognized the importance of our raise ask, and agreed to it- we know that this pandemic has been hard on everyone, and I feel blessed that we were able to raise wages in these stressful times. " **-Lotta Pearl, OR RN, Union Delegate/ Bargaining Team Member**