

Standing United is How We Keep Management Accountable

Because we stand up for each other at our service practice meetings, we are able to share information that helps bring positive changes to our workplaces. Together, we're raising the standard of care in Yakima! Our coworkers have been consistently asking questions and keeping management accountable in this way.

We continue to have these meetings every first Thursday of the month. If you would like to join one of our meetings, contact your union delegate.

Service Practice Updates

Incentive Pay for NAC/ED Techs

We have confirmed that there is no expiration date as of now for NAC/ED tech incentive pay. We should continue to confirm that incentive pay is included on any extra shift they are asking us to stay on or to pick up.

NAC Program

When it came to short-staffed NACs, management assured us that the NAC program will help support staff once they are hired in after passing the exams. For many, it's added weight to carry as the students (staffing assistants) shadow transport team and can't do any lifting while they are in training. However, they can help push beds.

Environmental Services

A statement from James Pace, EVS Director, on outsourcing:

“Recientemente hemos estado teniendo experiencia de altos volúmenes de pacientes dados de alta en la tarde. Para ayudar con eso hemos estado moviendo tres personas de servicios ambientales al hospital principal que han estado recientemente entrenados para cuartos de pacientes dados de alta en las instalaciones principales. Este es movimiento temporal para ayudar el hospital adentro y todavía mantener limpias las otras clínicas del hospital. La meta es mover para atrás esas tres personas de servicios ambientales que movimos al hospital principal a sus áreas regulares para el final de Julio.”

Nuestra unión aclaró con James que los trabajadores temporales (quality care) están en West Pavilion 2 solo para el mes de Julio.

“Recently we have been experiencing high volumes of discharges in the afternoon. To help with that we have temporarily moved 3 housekeepers back to the main hospital who have been recently trained for discharges at the main campus. This is a temporary move to help support the hospital with throughout and still clean the outbuilding areas. The goal is to have the housekeepers who have been moved to in-house back to their areas by the end of July.”

Our union clarified with James that the temporary (quality care) workers are at West Pavilion 2 only for the month of July.

“En el departamento de environmental services de Yakima Memorial necesitamos retener y reclutar a los trabajadores dándoles aprecio, respeto y honor. Aún durante un año y medio nosotros EVS hemos estado aquí trabajando, arriesgando nuestras vidas y las vidas de nuestra familia para que los pacientes tengan un buen cuidado, pero el hospital Yakima Memorial contrata otras compañías para sustituirnos. Eso no motiva a los trabajadores, eso al contrario los desanima a trabajar para el hospital Yakima Valley Memorial. Nosotros los trabajadores necesitamos y nos merecemos tener nuestras propias áreas y que reconozcan y respeten nuestro trabajo. Necesitamos el personal adecuado, ya tenemos mucho tiempo sin personal adecuado, los que están sufriendo son los pacientes.” **Joely Gonzalez, EVS**

“In the EVS department of Yakima Memorial we need to retain and recruit workers by giving them appreciation, respect and honor. Even during a year and a half, we EVS workers have been here working, risking our lives and the lives of our family so our patients have the best care, but Yakima Memorial Hospital hires other companies to substitute us. That does not motivate the workers, on the contrary — it discourages them to work for Yakima Memorial Hospital. We the workers need and deserve to have our own areas and recognition and respect of our work. We need appropriate staffing, we have been working like this for a long time now and our patients are the ones suffering.” **Joely Gonzalez, EVS**



Break Relief

Break relief was an issue that was brought up. Many breaks are being missed because of heavy acuity, not enough equipment, and not enough staff to lighten the load. The message was “we don’t have the answers, we don’t have the influence, follow your chain of command.” Service Practice meeting is a space where we hold these issues accountable when chain of command isn’t doing the work necessary to improve work safety. We encourage our coworkers to follow chain of command and remember — we have the space for when that approach is not getting results.

Telemetry Monitor Tech

Telemetry monitor techs have concerns with patient safety that have yet to be answered. We hope that in the next few weeks we can meet with management to share our concerns about patient safety. We need to hold management accountable for what’s best for our patients.

“Today’s service practice meeting consisted of service workers’ issues being dropped off as a chain of command problem and not this committee’s because they don’t have the answers nor the influence. If this committee isn’t doing the work, why are we?” **Alice Westphal, NAC/US**



Nurse Practice Committee

It is important we have representation from each department so we capture what is going on in the hospital and we can help address all departmental concerns. This committee gives nurses an opportunity to work with management to make the workplace better and really work through issues that are affecting the whole department.

If you would like to nominate someone from your department, please contact your delegate or your union organizer.

“Ask not what the union can do for you, but what you can do for your union. People forget that the union is us! To be the vibrant, active union that makes a difference in our workplace, be the vibrant active member. We need representation for each unit on the Nurse Staffing and Practice Committee. Please consider this an opportunity to let your voice be heard and make needed changes.” **Trish Bowman, 3EW RN**



“Nurse Practice is our voice between negotiations. It is paid time for any NPC assignments. Meetings may continue by Zoom, so it will be easier to attend for those with kids or work obligations. You must be a union member and attendance is very important as is communication with your coworkers about issues that need to be discussed. We would love to see representatives from all areas, not just hospital — hopefully Zoom meetings will make this a possibility.” **Heather Sparks, ED RN**



Are you a member of our union at Yakima Memorial?

One way to make sure YVMH remains a great place to work and to keep our union strong is by joining your coworkers and becoming a member. You can join SEIU Healthcare 1199NW by filling out an electronic card!

joinseiu1199nw.org



scan this QR code with your phone camera to become a member!

