

# WE STAYED UNITED TO KEEP OUR HEALTHCARE AND WIN INCENTIVE PAY!

## INCENTIVE PAY WILL HELP RELIEVE OUR STAFFING SHORTAGE AND PUT PATIENTS FIRST

We know that to provide the high-quality care that our patients and community deserve we need to be fully staffed. Yet we have been consistently critically short staffed, especially in our urgent care areas. As an Emergency Department we united to take action and push for administration to offer substantive incentive pay for picking up shifts, and we won! While we know this is not the long-term solution to fully staffing the Medical Center, this will help us staff the vacant shifts that have been difficult to fill while we continue to push hospital administration to do more to recruit and retain staff

“We in the ED have been dangerously short staffed for too long. Through conversations with coworkers, we decided to take collective action. We did a sticker up with the messages ‘Safe Staffing Saves Lives’ and ‘Ask Me About Safe Staffing.’ This action, along with our consistent pressure in our Joint Labor Management Committee meetings, gave administration the urgency they needed to act now. The actions we took won incentive pay not just for the ED but for everyone in our union!”

**Sam Counts, RN, ED**



## WE'RE KEEPING OUR PEBB HEALTHCARE PLAN!

As frontline nurses and healthcare workers we deserve high quality and affordable healthcare for ourselves and our families. As many of us know, hospital administration had proposed moving from our current healthcare plan to a private insurance plan with Premiera, a move that we opposed because we found the Premiera plan to be inferior to our current healthcare plan. As our team was preparing for negotiations scheduled for next month, including extensive information requests to compare the two plans at a granular level, hospital administration let us know that they are no longer proposing a move to Premiera for members of our union. This is great news as we can now will focus on preparing for full contract negotiations at the end of the year.

“Maintaining retiree benefits and keeping our life insurance policies as they currently exist is a huge win for our bargaining unit employees. Maintaining PEBB as our insurance carrier, especially during this global pandemic, is such a relief—especially for us near-retirees. We appreciate OMC leadership’s transparency with us around the issues they have been having with Premera.”


**Laurie Elmer, RN, OB, Julie Millsap, RN, Med Surg, Lotta Pearl, RN, OR**



**MANDATORY OVERTIME: WHAT IS THE LAW?**

As a union we lobbied and won state legislation prohibiting mandatory overtime for all healthcare workers. With the statewide staffing shortage members having experienced mandatory overtime in a big way.

Know your rights! Overtime is strictly voluntary, and refusal to accept overtime work is not grounds for discrimination, discipline, discharge or any other penalty or employment decision adverse to the employee. The only circumstances under law when overtime can still be required are unforeseeable emergent circumstances and prescheduled on-call time.

 **Scan Me**



If you believe you are being illegally mandated to work overtime, please to tell your union delegate and fill out this Labor and Industries form:

**<https://secure.lni.wa.gov/wagecomplaint>**

