

# OUR UNION IS OUR VOICE

As a union, we have a seat at the table when there are changes at Olympic Medical Center. That's why we bargained how the Governor's vaccine mandate would affect us, our choices and our patients.

Our elected negotiating team came to the table with hospital administration on Monday and negotiated a memorandum of understanding addressing how the vaccine mandate would impact us. Here's what we won:

- An appeals process with the right to a union delegate if our exemption is denied.
- If by Oct. 18 we have gotten neither the vaccine or an approved exemption, we will be removed from the schedule and our job is protected till Dec. 31, with access to 2 weeks of vacation
- If removed from the schedule after Oct. 18, upon providing proof of vaccination or approved exemption before December 31, we will be put back on the schedule with no interruption to our seniority, with our FTE and shift protected.
- Paid out time if we put in notice 21 days prior to Dec. 31 in our nurse contract, and 14 days' notice prior to Dec. 31 in our service contract
- Rehire rights for 12 months if we get the vaccine or an approved exemption post-Dec. 31.
- Onsite vaccination opportunities on paid time and paid sick leave (or paid administrative leave if you don't have sick time) for symptoms post-vaccination.
- No requirement for physical displays of vaccination status.
- A commitment to a collaborative effort in our labor-management committee to develop a plan to encourage members to get vaccinated.



"It was an honor to represent my coworkers from the Short Stay Unit in this bargaining session, as this topic is especially personal to myself and many others in our unit. It's important to me that the rights of all employees are acknowledged and protected, and I feel that this memorandum of understanding is a good step toward that. I appreciate the willingness, time and effort that administration put into this session. They listened to our concerns and demonstrated that they value each employee during these unprecedented times. I'm hopeful that our future contract negotiations will be as collaborative and productive as this session."

Stacey Kovalak, RN, Short Stay

## Our Elected Negotiating Team includes:

Brice Taylor	Security
Becky Haskins	Sequim Cancer Center
Dan Grimes	Plant Operations
John Allen	Radiology
John Nestorek	Central Supply
Julie Millsap	Med/Surg
Laurie Elmer	OB
Lenora Rohlfing	Case Management
Lotta Pearl	OR
Michael Manley	EVS
Patricia Bienz	Dietary
Randi McDougall	ER
Scott Fitzgerald	ICU
Stacey Kovalak	Short Stay
Stephanie Hoex	Med/Surg
Steven Higgs	ER
Trisha Hogland	Case Management

## Our Elected Contract Action Team includes:

Adrienne Elsey	OB
Alex Rosandich	ICU
Darwin Almonte	Med/Surg
Derrick Findley	Security
Mariela Barrientes	OB
Melissa Crocker	Case Management
Sam Campbell	Med/Surg
Sam Counts	ER





"I am glad we got to the table and bargained the terms of this vaccine mandate so quickly. I'm glad to have been there in order to represent my coworkers and to have the information to provide my coworkers on this vaccine mandate roll-out. This is the perfect time to be at the bargaining table because staffing is really bad, and we can't lose more people because of this mandate. I'm hopeful that we won't because we won an agreement that I believe gives members more agency in this vaccine mandate process."

John Nestorek, Central Services

## UNION STATEMENT ON VACCINATION REQUIREMENT FOR HEALTH CARE WORKERS

Seattle, Wash.— The Washington State Nurses Association, SEIU Healthcare 1199NW and UFCW 21 issued the following joint statement on COVID-19 vaccination requirements for health care workers:

"As unions representing nurses and health care workers in Washington state, the Washington State Nurses Association, SEIU Healthcare 1199NW and UFCW21 support science-based public health directives on COVID-19 vaccination requirements for frontline health care workers, with medical and religious exemptions. We stand firmly behind vaccination as the best way to save the lives of patients, family members and members of our communities.

At the same time, we fully expect employers to bargain with us over this change to working conditions.

We are facing an extraordinary staffing crisis in our hospitals and continue to advocate for reasonable deadlines and options for frequent testing as well as masking, as required in all health care facilities, for those who are unvaccinated. These provisions mirror those included in mandates in other states that allow health care workers to stay on the job caring for all of us through this ongoing crisis.

We also know that while the vaccines are incredibly effective, they do not replace PPE, universal masking or other infection control measures. We will continue to demand universal access to N95 masks and push employers to improve ventilation in facilities where needed."

## SEIU NURSE ALLIANCE LEADERSHIP CONFERENCE

Are you a Nurse whose interested in receiving continuing education credits, networking with other nurses across the country and learning how other nurses and hospitals have responded to the COVID-19 crisis? The national SEIU Nurse Alliance Leadership Conference is coming up this October! Reserve space and time for you to join the conference by connecting with your departments' union delegate who will pass along your information to your organizer. We have education leave in our contract that we can utilize in order to join.

When: Tuesday, Oct. 12 through Thursday, Oct. 14, 2021

Where: It's all virtual!