



SEIUHealthcare®
United for Quality Care

Olympic Medical Center
September 14, 2021

WE TOOK ACTION FOR SAFE STAFFING!



Our community deserves a hospital that's fully staffed and equipped to handle the increased patient loads we're seeing on the peninsula. That's why we took action last week with our brothers and sisters in WSNA and UFCW 21 in a statewide sticker-up to tell our administration and our state legislators that staffing our healthcare facilities need to be prioritized.



NEXT STEP

Our three unions are partnering on a staffing crisis survey that members are filling out across the state to help inform our future actions in our hospital and in the state legislature, and to better understand the scope of the staffing crisis. Please scan this QR code and

share with us the specifics of how this staffing crisis is affecting you and your patients at OMC:



<https://form.jotform.com/212445388065156>



"Here on Med/Surg we're experiencing a shortage of RNs and CNAs. I participated in this Safe Staffing sticker-up to show administration that staffing is crucial and in dire straits right now. Employees are getting precluded left and right, constantly getting asked to pick up vacant shifts, and we are absolutely exhausted. It's hard to give our patients the quality care they deserve with the patient loads we've been having. This action shows our unity around our biggest crisis right now, and we've got to keep fighting for safe staffing together!"

Stephanie Hoex, HUC, Med/Surg

INCENTIVE BONUS DETAILS

- We won in our RN Joint Labor Management committee for the incentive pay bonus to be extended through October!
- You are eligible for incentive bonus pay if you pick up a shift that is vacant and in need of being filled
- The incentive pay is double time for per diem and part time employees up to and including .8 FTE and 2.25 times the regular rate of pay for .9-1.0 FTEs
- If you had signed up for an ESI/open shift but you call out and don't work that shift, you will not receive the incentive pay
- There is a 4-shift minimum (32 hours) for per diems in both the Service and RN bargaining units to hit before they are eligible for the incentive pay when picking up shifts

OUR STATE REPS NEED TO HEAR FROM US!

We met with our State Representative Mike Chapman to encourage him to put healthcare staffing front and center in the next legislative session

We, along with members from WSNA and UFCW 21 — over a dozen healthcare workers! — met with Representative Chapman from our district here in Port Angeles to describe to him the staffing crisis that most of our departments are experiencing right now. We shared with Rep. Chapman the severity of the problems we're facing at OMC regarding Covid-19 cases, burn out, recruitment and retention issues.

Chapman expressed that everyone in the district is dissatisfied, from housing to transportation to Covid-19, and we pushed back: we're not just another constituency group, we are the frontline of this pandemic. We urged him to take an active role in helping us solve the problem of short staffing, because

without legislative action we're facing a collapse of our healthcare system. We'll need to continue being in relationship with him and other elected leaders in the coming months so they know that unless they stand up for us by holding employers accountable on staffing, there will be no workers left to take care of our community.

This is the power of our advocacy: without these legislators hearing from us directly, it can be easy for our voices to get drowned out in these challenging times. Our voices are our power and Rep. Chapman left that meeting knowing we're not going to let up when it comes to safe staffing!



"We met with Representative Chapman to communicate to him the severity of the issues we're experiencing at OMC. As a nurse, it's upsetting to know that I'm not able to give the highest quality of care to my patients right now. We wanted him to know that we're maxed out and we're on the verge of losing our community hospital if things don't change quickly. We're not just fighting for better staffing on our own — we were joined by union members from Forks and Grays Harbor as well. The solution to this crisis is going to take all of us healthcare workers standing together."

Sam Counts, RN, ED

Not yet a member of your union? We need everyone's help to keep winning on improvements to our wages, benefits and working conditions. Scan this QR code and fill out your membership card today!



<https://joinseiu1199nw.org/>

