

RESPECT US, PROTECT US, PAY US

We're back to the bargaining table ready to raise the standards of care at Prosser Memorial Health. As frontline workers, we have worked tirelessly every day during this difficult time to be there for our patients. We just had our third bargaining session, and we received our first economic proposal from management.

Although we have made progress in some areas, the movement from management has been slow and not as impactful to our contract. We need to see commitment from our management just as we are committed to our patients. We deserve a fair contract. It is time management recognize our dedication and it is important they hear us loud and clear— Respect US, Protect US, Pay US. Wear your sticker until our next bargaining on October 6!



"We are at the bargaining table asking for a fair contract. We are dedicated to our patients and love what we do but many of us sacrifice time away from our families because of the inadequate staffing and not scheduling patient procedures properly. Our proposals will ensure that we recruit and retain nurses and remain competitive with the community standards. We are making progress at the table but there are still a lot of areas where we are far apart. Prosser is moving to another location and expanding its services, but we the frontline workers need to be taken care of- we need to be respected, protected, and paid to provide the best patient care. Wear your sticker and support the bargaining team in reaching a fair contract for us nurses and our families."

Esther Flores, RN, Surgical Services

RESPECT PROTECT PAY US



MEET YOUR BARGAINING TEAM

- Mardi Dixon, RN, Family Birthplace**
- Chris Huston, RN, Surgical Services**
- Maryann Hildebrant, RN, Acute Care**
- Sarah Mora, RN, Surgical Services**
- Esther Flores, RN, Surgical Services**
- Liliana Rangel, RN, Emergency Department**
- Kristi Shoman, RN, DI**
- Lynn Tedeschi, RN, Acute Care**

Union Proposal	Management Proposal																		
Wages: Year 1- 5% Year 2- 5% Year 3- 5% Retro pay from July	Wages: Year 1- 3% Year 2- 3% Year 3- 3% Yes to retro but no commitment																		
Low Census: No mandatory low census	NO																		
<ul style="list-style-type: none"> PTO: Improve our PTO <table border="0" data-bbox="105 362 917 551"> <tr> <td>1-3 yrs.</td> <td>.03846</td> <td>10 days</td> </tr> <tr> <td>3-5 yrs.</td> <td>.05000</td> <td>13 days</td> </tr> <tr> <td>5-10 yrs.</td> <td>.05769</td> <td>15 days</td> </tr> <tr> <td>10-15 yrs.</td> <td>.06923</td> <td>18 days</td> </tr> <tr> <td>15-20 yrs.</td> <td>.08462</td> <td>22 days</td> </tr> <tr> <td>20+ yrs.</td> <td>.09615</td> <td>25 days</td> </tr> </table> Can roll over up to 20 days to the next year 	1-3 yrs.	.03846	10 days	3-5 yrs.	.05000	13 days	5-10 yrs.	.05769	15 days	10-15 yrs.	.06923	18 days	15-20 yrs.	.08462	22 days	20+ yrs.	.09615	25 days	<ul style="list-style-type: none"> NO NO
1-3 yrs.	.03846	10 days																	
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LOU Staffing plan: Adopt the current policy plan	Movement but no agreement																		
<table border="1" data-bbox="61 661 1122 701"> <tr> <td>Acute care</td> <td>At least 2 nurses per shift to not exceed 1:5 on days and 1:6 on nights</td> </tr> </table>	Acute care	At least 2 nurses per shift to not exceed 1:5 on days and 1:6 on nights																	
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<table border="1" data-bbox="61 701 1122 741"> <tr> <td>Family Birthplace</td> <td>At least 2 RNs per shift</td> </tr> </table>	Family Birthplace	At least 2 RNs per shift																	
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<table border="1" data-bbox="61 741 1122 782"> <tr> <td>Emergency Department</td> <td>At least 2 RNs and ER tech</td> </tr> </table>	Emergency Department	At least 2 RNs and ER tech																	
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<table border="1" data-bbox="61 782 1122 849"> <tr> <td>Surgical Services</td> <td>At least 1 RN, 1 scrub, 1 RN trained in phase 1 recovery for each OR in service</td> </tr> </table>	Surgical Services	At least 1 RN, 1 scrub, 1 RN trained in phase 1 recovery for each OR in service																	
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<table border="1" data-bbox="61 849 1122 889"> <tr> <td>OSP</td> <td>At least 1 trained nurse</td> </tr> </table>	OSP	At least 1 trained nurse																	
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<table border="1" data-bbox="61 889 1122 930"> <tr> <td>Additional support staff</td> <td>1 Resource nurse and/or PCC per shift</td> </tr> </table>	Additional support staff	1 Resource nurse and/or PCC per shift																	
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<ul style="list-style-type: none"> Holidays: Keep our current holiday rotation 	<ul style="list-style-type: none"> Remove the day after Thanksgiving as a holiday and add a floating holiday 																		
<ul style="list-style-type: none"> To be on a 24-hour rotation and based on hours worked 	<ul style="list-style-type: none"> NO 																		
Sick leave:																			
<ul style="list-style-type: none"> Able to cash out 2 sick days for 1 regular rate of pay day OR Exchange 2 sick days for 1 vacation day 	<ul style="list-style-type: none"> NO NO 																		
Callback: Double time the regular rate of pay	<ul style="list-style-type: none"> NO 																		
<ul style="list-style-type: none"> Extra shifts picked up: Double time the regular rate of pay. Overtime: Double time the regular rate of pay A nurse who works these extra shifts will not be floated to another department unless mutually agreeable 	<ul style="list-style-type: none"> NO NO YES 																		
<ul style="list-style-type: none"> Rest between shift: A nurse should receive 10 hours of rest between scheduled shifts Rate of pay: Double time the regular rate of pay for shifts who do not get the adequate rest 	<ul style="list-style-type: none"> NO NO 																		
<ul style="list-style-type: none"> RNFA Certification pay: \$7.00 CRNFA Certification pay: \$13.00 	<ul style="list-style-type: none"> NO NO 																		
Bereavement leave: Everyone will receive up to 40 hours	<ul style="list-style-type: none"> NO 																		
Termination: If you are terminated, your accrued vacation will be cashed out	<ul style="list-style-type: none"> YES 																		
Benefits: Full time employees are eligible for 100% and part time employees are eligible for 50% contribution towards the basic plan	<ul style="list-style-type: none"> YES 																		
Grievance process: Increased the number of days to file a grievance and to receive a response	<ul style="list-style-type: none"> YES 																		
Referral Bonus: Increase bonus to \$1,000 for any position filled	<ul style="list-style-type: none"> A nurse who refers a new nurse to apply for only a "hard to fill" position will be paid up to \$3,000 																		
LOU Call Back over 1,000 hours: Nurses will be paid an additional rate of \$4.50	<ul style="list-style-type: none"> NO 																		
LOU COVID-19:	Movement but no agreement																		
<ul style="list-style-type: none"> A nurse who is exposed at work will be placed on admin leave during the entire quarantine period Vaccines covered in network will be on paid time and covered 100%. Incentive bonus \$150 for nurses who receive the vaccine prior to the state due date 																			
Inclement weather: Protect our pay checks and job security	Movement but no agreement																		

Our next bargaining sessions are
October 6, 11 and 20