

Because We Took Action, We Won!

We have taken action after action these past few weeks — march after march, together we stood our ground, and won weekly meetings to address the short-staffing crisis we are experiencing. Because we used our collective voice to bring forth these important issues, we achieved huge wins this week!

Correction of steps and retroactive pay

Our coworkers in the service unit felt they were being underpaid, and two months after we raised the issue we got a response from the hospital. A full audit of all service unit employees was done and found that 70 members were being underpaid. There will be a correction in pay that will include retroactive pay going back to the CBA ratification date, and the members will be notified of the correct wage and placed in the correct step level.

If you're an RN and feel like you're being paid incorrectly, please reach out to a union delegate or organizer so we can request to run an audit.

A statement from Labor Relations:

"To prevent this from happening again, we've identified the spreadsheet errors that caused the issue and have corrected them so this should not occur in the future. We anticipate working on the letters and specifics of this project over the next couple of weeks so we can begin reaching out to our employees with this information."

When members come together and talk about the issues, we get results! Together, anything is possible. That's why we join each other as a union and fight for what is right.

Weekly HR Meetings

Join one of our upcoming weekly HR meetings to discuss staffing and redeployment concerns! They will be held every Thursday at 2PM. If you're a member of the union, please join to stay informed. Contact one of the union organizers for details on how to join.

Updates from recent weekly meetings:

DO NOT WAIT! October 18th is the deadline for proof of vaccine and declination request!

1. Testing will be 100% paid for, will be self-administered and on site at the hospital.
2. Currently no end date for the re-deployments.
3. Flu shot is **not** mandatory this year, it is the same policy as the last 9 years.
4. The 3rd Pfizer shot is available at employee health and in the auditorium, you can also get the flu shot at the same time.
5. ***NEW*** Respite room on 3NW Sky Bridge is an area to relax and be quiet if needed. There will also be massage chairs to relax in!
6. Listening sessions are now available for well-being and mental health where you can speak with a professional about mental health.

"For a long time, I have been concerned and I have communicated with my union organizer



because many of my EVS coworkers feel that Yakima Memorial is not paying us the correct step salary that corresponds to us. Thanks to the fact that for months and months my union organizer made an audit, we were able to investigate that 70 coworkers were not being paid correctly by the hospital Yakima Memorial. Thanks to my doubts and worries, and persistence with my union organizer, now 70 of my service coworkers at Yakima Memorial can have an adjustment in their pay for what they worked in the last pandemic year. In the next pay periods, HR will correct this mistake and pay us retroactive. If you are a worker of service, do not wait, call your union representative and have a conversation to investigate if you are one of the workers on the list of 70 workers who are not being paid correctly by Yakima Memorial payroll service. If you feel that is your case, feel free to communicate with our union. Also, if you have any questions, you can talk to me at the EVS Department at the hospital."

Adela Cuevas, EVS Housekeeper

Updates continued on flip side 

Updates from recent weekly meetings: (continued)

7. Leadership is doing rounding to help redeployment needs and concerns.
8. Employee Covid vaccine forums are still happening. The next dates are 10/4 at 2p, 10/6 at 10am and 5pm, 10/12 at 10 am, 10/14 and 10/15 at 10 am.
9. There is not a hiring freeze on non-clinical staff.
10. 850 J&J vaccines are now available.
11. Café and coffee stand will now be open on the weekends! Friday, Saturday and night shift.

"It's important to keep communication between management and the union while things are changing rapidly. Therefore, we are meeting weekly with management to discuss staffing concerns, redeployments and COVID matters. This constant dialogue has been very useful and is building a good communication structure between the union and management. We can get questions answered quickly and we are coming up with ways to make employees feel appreciated and listened to. If you're a union member you should attend and help us navigate this tough time."

-Tim Jennings, RN



Update on 10% discount grievance

After nine months of grievance meetings and taking action regarding the 10% discount grievance, we have finally moved management in the right direction. Management has agreed to come up with an alternative to the 10% discount that is beneficial to our members. This is great news!

Because of the action we took on the petition, we now have the opportunity to negotiate over this change. We reiterated time and time again that they cannot just keep taking away from the membership and think we will feel valued. As a union, we have the rights to negotiate over changes in working conditions. Now, our voices are being heard. We will be meeting with a mediator to settle this grievance soon.

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!

