

# We Are Fired Up and Ready to Take Action

We had our seventh bargaining session on November 3, and although we have made progress in some areas, the movement from management has been slow and most recently disheartening. We need to see commitment from our management just as we are committed to our patients.

We demonstrated our unity this month when we unanimously voted Yes to authorize taking community action, up to an informational picket if needed. We are ready to invite our neighbors to join our public action and tell Prosser administration to truly honor their healthcare heroes.



“Our last negotiation meeting was a disappointment, but I have no doubt that if we stand united we can reach an agreement that meets the needs our patients and co-workers.”  
Mardi Dixon, RN, Family Birth Place



## Informational Picket FAQ

### Is this a strike?

✎ No. Although it may look similar, we will still be going to work as scheduled.

### When do I picket?

✎ On your day off, during your 15 and 30-minute breaks, and before and after your shift.

### Can I picket multiple times a day?

✎ Yes.

### Can I get disciplined?

✎ NO! Your right to picket on the allotted time is protected under federal law.

*If you feel like you are being targeted or surveilled for picketing, please contact a union delegate or an organizer as soon as possible. An injury to one is an injury to all!*

**Prosser  
HONOR YOUR  
HEROES**



## We are asking for mediation

**What is mediation?** During mediation, a commissioner from the Federal Mediation and Conciliation Service (FMCS) can work with both management and our co-workers on the bargaining team to move forward and be more strategic on moves towards an agreement that is fair. Mediation is helpful, but it is no substitute for action in our workplace. Please check in with your delegate or bargaining team representative to learn more about next steps.

“Being a nurse at PMH is different than being a nurse at a big hospital. We don’t have the luxury of an IV team, a code team, lift team or a pharmacy who mixes our medications. We have to be masters at so much in order to provide our patients with the care they deserve. We deserve a fair contract!” **Maryann Hildebrant, RN Acute care**



“I have worked at other facilities with mandatory low census and nurses will not take it. Right now nurses are leaving and were going to see more folks start to leave if we have mandatory low census language. It seems like management is not listening. We are putting our lives on the line, while the hospital is making money off of the COVID grants. I have not heard from one nurse that they would want low census – we are willing to come to work, so why put us on low census?” **Kristi Shoman, RN DI**



Union Proposals	Management proposals
No Mandatory Low Census	<b>NO.</b> Wants the ability to Low Census
<b>PTO</b> 1-3 years- 10 days 3-5 years- 13 days 5-10 years- 15 days 10-15 years- 18 days 15-20 years- 22 days 20+ years- 25 days <i>Front load vs. what we have now will give us more days sooner. This will also align us with what AFSCME has.</i>	<b>NO.</b> Keep what we have
Ability to roll over 20 days to the next year	<b>NO.</b> Keep at 10 days
<b>Rest between shift:</b> A nurse should receive 10 hours of rest between scheduled shifts <b>Rate of pay:</b> Double time the regular rate of pay for shifts who do not get the adequate rest	<b>NO</b> <b>NO</b>
<b>Sick leave:</b> Able to cash out 2 sick days for 1 regular rate of pay day OR Exchange 2 sick days for 1 vacation day	<b>NO</b>
<b>Holidays:</b> Keep our current holiday rotation  To be on a <b>24-hour rotation</b> and based on hours worked	<b>Remove the day after Thanksgiving as a holiday and add a floating holiday</b> <b>Tentative agreement</b>
<b>Wages:</b> Year 1- 5% Year 2- 4% Year 3- 3% Retro pay from July	<b>Wages:</b> Year 1- 3% Year 2- 3% Year 3- 3% Yes to retro but no commitment
<b>Callback:</b> Double time the regular rate of pay	<b>NO</b>
<b>Extra shifts picked up:</b> Double time the regular rate of pay. <b>Overtime:</b> Double time the regular rate of pay	<b>NO</b> <b>NO</b>
A nurse who works these <b>extra shifts</b> will not be floated to another department unless mutually agreeable	<b>Tentative agreement</b>
<b>Benefits:</b> Full-time employees are eligible for 100% and part-time employees are eligible for 50% contribution towards the basic plan.	<b>Tentative agreement</b>

Union Proposals	Management proposals
<b>Grievance process:</b> Increased the number of days to file a grievance and to receive a response	<b>Tentative agreement</b>
<b>Inclement weather:</b> Protect our pay checks and job security	<b>Tentative agreement</b>
<b>Termination:</b> If you are terminated, your accrued vacation will be cashed out	<b>Tentative agreement</b>
<b>Referral Bonus:</b> Increase bonus to \$1,000 for any position filled	<b>Tentative agreement</b>
<b>LOU COVID -19:</b> A nurse who is exposed at work will be placed on admin leave during the entire quarantine period.	<b>Management proposed to keep current practice</b>

## LOU Staffing Plan

Union Proposals	Management proposals
<b>Adopt the current policy plan:</b>	<b>Tentative agreement</b>
Acute care	At least 2 nurses per shift to not exceed 1:5 on days and 1:6 on nights
Family Birthplace	At least 2 RNs per shift
Emergency Department	At least 2 RNs and ER tech
Surgical Services	At least 1 RN, 1 scrub, 1 RN trained in phase 1 recovery for each OR in service
OSP	At least 1 trained nurse
Additional Support Staff	One Resource nurse and/or PCC per shift

**Our bargaining session will be on December 3, 2021.**

### Demand Action From Hospitals To Support Safe Staffing by Sharing Your Staffing Story

Even if you've already submitted a survey, you can return to the form just to submit a video.

**Together, we will win safe staffing across the state.**

We're continuing to meet with legislators, connect members with the media, and tell our communities what health care workers need from hospitals. Your stories are more powerful than anything union staff can say. **Would you take two minutes to fill out a short survey about staffing and record a 1-2 minute video to share your experiences?**



[1199nw.org/3C6wS0F](https://1199nw.org/3C6wS0F)