

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.

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

LOU Staffing Plan

Union Proposals	Management proposals
Adopt the current policy plan:	Tentative agreement
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