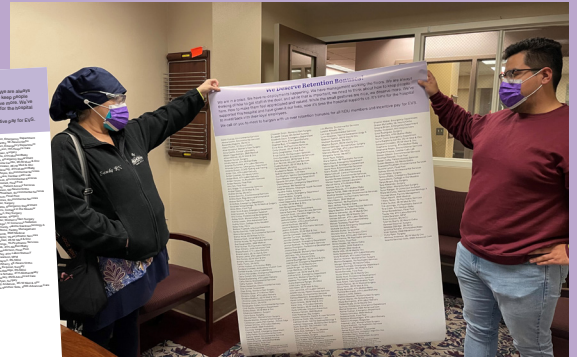


Together We Stand! March on the Boss for Retention Bonuses

Over the past few weeks, we have shared the overwhelming feeling of being overworked and under-staffed. Together, we launched a unity petition to show management how much we're not being valued as a loyal, dedicated workforce.

More than 400 of our coworkers signed the petition to demand a retention bonus for those of us who have been working at the hospital during the pandemic and continue to do so. Collectively, many member leaders showed up together to deliver the petition and read our demands out loud to the CEO.

Our next step is to stand together in negotiating this retention bonus because we have earned it over the years of staying at Memorial.



"I feel as if it's of great importance being able to express our concerns and feel as if we are being heard. As a member of our strong union I felt empowered as we were finally able to be heard by the CEO about our stand on retention bonuses for all. It wasn't only nurses there, there were nurses, techs and environmental services represented during this call to action! Together we make changes for all!" -*Andres Barrera, Float Pool NAC*



Vacation Conversion Benefit Update

In the midst of this pandemic, a new vacation conversion benefit has been added to non-contractual employees — that includes administrators, which is great for them, but it's disheartening to those who had this very same benefit taken away by administration to only to be handed off to themselves.

The three sick hours to one vacation hour conversion ratio was a benefit that was part of the contract for those long-time employees who had an excess of the 720 sick hours cap, until last negotiations when administration refused to keep it on the contract. This is a prime example of why we need to be a strong union now more than ever!

Service Practice Committee Updates

- ➔ 100% hire rate for NAC program
- ➔ November 8, 2021 new cohort started
- ➔ NAC program hires get placed onto NAC pay scale and do include previous healthcare experience as credit for experience.
- ➔ FEMA NACs are not paid by the hospital
 - ➔ 20 EVS positions open as of November 23, 2021!
 - ➔ Five full-time days/10 evenings, five available
- ➔ Benjamin reassured they are interviewing as soon as they get an application in
- ➔ Laura advised to fill out staffing memos when there are unsafe ratios that members have highlighted this ongoing issue. Please ask your coordinator for staffing memos to fill out.

Flu Vaccine Update

- ➔ Carrie relayed that the flu vaccine is mandatory, just like it has been the last 9 years
- ➔ Employees with an approved declination must wear a mask
- ➔ It is a not a choice but a condition for employment. Again, the only ones that are allowed to not get the vaccine are those with approved medical or religious declinations.

Nurse Practice Committee and SEIU-YVMH Collaboration

Weekly Meeting Updates

INCENTIVE BONUSES WILL BE ENDING THIS DECEMBER 31, 2021

- ➔ Incentive bonuses are reevaluated every 7 days and they will have an end date sent for some or all incentive bonuses that are ending as soon as they confirm the December date. They will be emailed to members' work email. They have only confirmed weekend incentive to be ending at the end of December. Please be aware of this when picking up extra shifts in December.
- ➔ We asked, what about those who already picked up incentive shifts in December, will they not receive in the incentive? Administration did not have an answer.
- ➔ YGA update: Only surgical side is closing. There are some positions open at Ridgeview for those affected in this closure, but there will not be enough positions for all. The closure is planned for the first quarter of 2022 (January-March).
- ➔ Shawnie said this restructure won't happen until the end of quarter one or near summer time. Shawnie agreed that we need to be in conversation on follow-up around the restructure contract language and making sure it is done according to the contract.
- ➔ Re-deployments: mostly everyone was sent back to their home base — 63 sent back.
- ➔ If you have concerns or questions about redeployment, please contact Kim Kraft or Kim Bersing.
- ➔ There are weekly Tuesday meetings for those redeployed at 10:00am that Kim Bersing can help get you details on how to join.

Staffing shortages:

- ➔ 112 nursing positions and 26 for nursing support openings currently
- ➔ Phlebotomists are significantly low
- ➔ FEMA NURSES distribution:
 - ➔ 15 on covid units (med units)
 - ➔ 7 on CCU
 - ➔ 13 in the ED
 - ➔ 5 NACs and there is a request for RTs
- ➔ Floors they will work (they work 6 12's a week):
 - ➔ 3W
 - ➔ 4 3E
 - ➔ 3NW – Will free up float pool
 - ➔ 2W
 - ➔ 2NW (ICU)
 - ➔ ED
 - ➔ 2EW occasionally
 - ➔ Will not float to OR
- ➔ FEMA nurses have been extended until March 31
- ➔ FEMA staff is from the federal government but the state is paying for them if they're taking care of COVID patients.



“These meetings are to build a collaboration between YVMH and the union. As a leader of the union, I feel like this is important to keep a respectful and transparent relationship with administrators. In these meetings we discuss issues about deployment and staffing to help keep open communication between members and administrators on what's really going on.” -*Sylvia Keller, OR RN*

Remembering Antonieta “Toni” Wilson



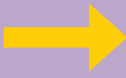
“Me dio mucha tristeza cuando me di cuenta que Toni habia fallecido. Hemos perdido una gran hermana miembro de nuestra union. Siempre nos encontrabamos en los pasillos y platicabamos. Voy a extrañar su sonrisa, su gran disposición de siempre apoyar. Ella siempre le gustaba llevar los boletines. Ella siempre preguntaba que ella podia hacer por nosotros en EVS. Voy a extrañar no verla más, su sonrisa, su gran sonrisa. Si en algo vamos a recordar a Toni es por su elegante y gran sonrisa y por su 100% apoyo a la union y ese es el mayor legado que ella nos ha dejado. Hasta siempre hermana.”
Adela Cuevas, EVS

“I was very sad when I heard that Toni had passed away; we have lost a great sister who is a member of our union. We always met in the halls and talked, I will miss her smile, her great willingness to always support our union. She always liked to carry the bulletins. She always asked what she could do for us in EVS. I'm missing not seeing her anymore, and her big smile. If there's anything we are going to remember Toni for it is for her legacy, and great smile, and for her 100% support for the union... and that is the best legacy that she has left us. Our sister, forever in our hearts.” *Adela Cuevas, EVS*

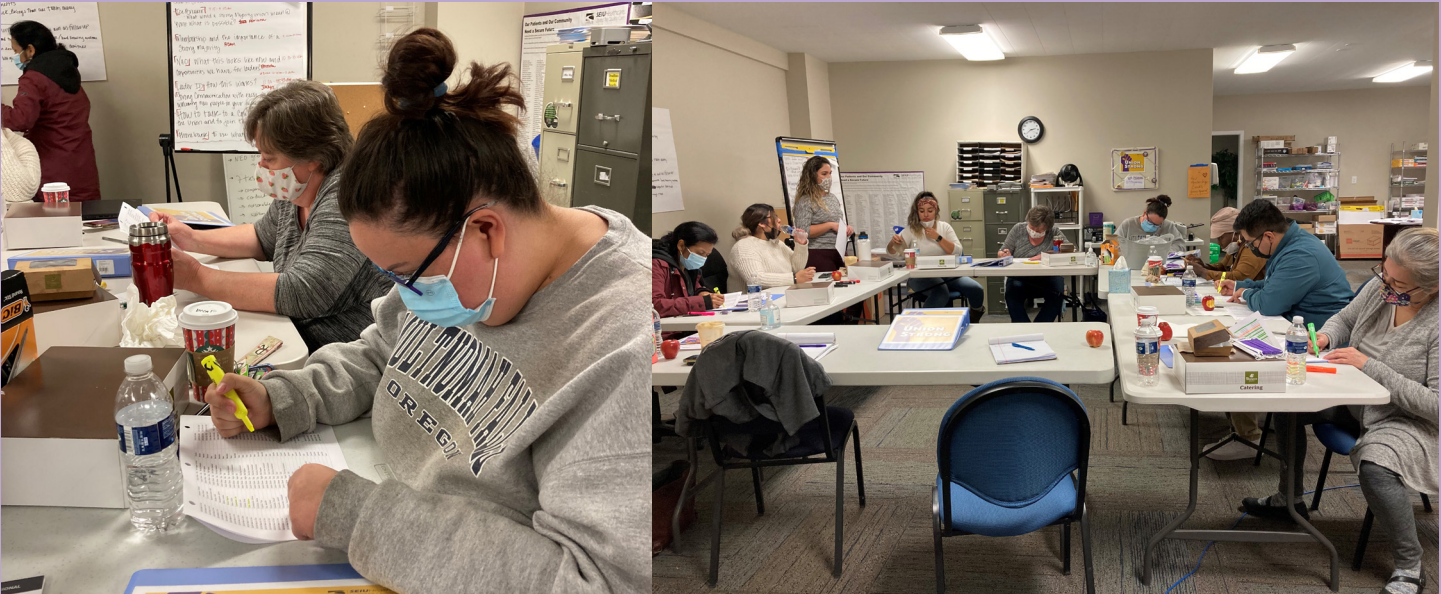
Stronger Together at Yakima Valley Memorial with SEIU Healthcare 1199NW

Our member leaders gathered together on November 11 at the new union office to collaborate and set goals for the new year. This gave us an enormous amount of potential strength for us to achieve our goals. We must do much more, and we need all of us to be active as a member; what this means is we are strong when we are majority union at YVMH. Our negotiating power depends on our membership, and support for actions together means we have a bigger, stronger voice in bargaining.

Our next meeting is on December 9 from 9:00am to 12:00pm at our new location.



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Stay in Contact!

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