

We're on our way!

We need our next contract to seriously address recruitment and retention

Our elected bargaining team met with OMC administration for the first time and presented many of our proposals that we voted on at the proposal votes in December. We gave administration examples for why we need fair credit for past experience, transparent paystubs, retention and appreciation bonuses that recognize our shared sacrifice and promotes retention, and across the board raises that will help with recruitment and keeps up with the cost of living.

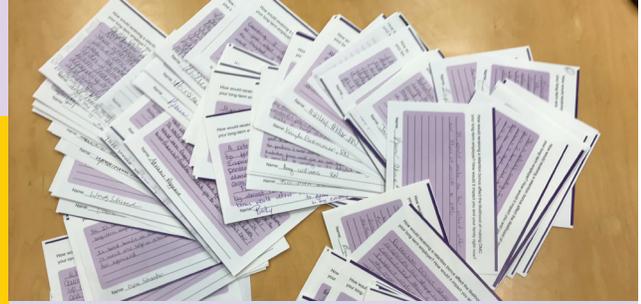
When we delivered the retention and appreciation bonus' proposal, we gave OMC administration a huge stack of retention bonus storycards that hundreds of us have filled out, describing how a retention bonus would improve our jobs and our lives. We had a successful first day of bargaining, and our next day at the bargaining table is Jan. 24th.



"The opening Bargaining session allowed us to present the issues important to our members. Management received our package and heard some heartfelt truths to how it is in the workplace and our recommendations for what changes should be made to make OMC a better place to work. I would encourage my coworkers to stay strong and healthy and know we have your best interests at heart

and are working hard for a contract that will address and improve conditions and benefits that will achieve our goals."

- Laurie Elmer, RN, OB, Bargaining Team Member



"I'm hopeful after this first day of bargaining. I think the improvements we're bargaining for will make OMC a better place for patients and employees. Proposals I'm particularly excited about are the 6% across the board wage raises and employer retirement contribution increase because those would ensure my future at OMC."

- John Nestorek, CS Tech, Central Services, Bargaining Team Member

"You have to be willing to pay staff as much to stay as someone else is willing to pay them to leave."

- Melissa Clemens, RN, ED, Bargaining Team Member

You can stay informed about what's happening in bargaining through union leadership team members in your department:

ER: Anaka Hughes, ERT, Danielle Gerdes, ERT, Nate Ziegler, ERT, Melissa Clemens, RN

Maintenance/Plant Ops: Dan Grimes, Maintenance, Jeremy Sheldon, Plant Operator

Radiology: John Allen, RN

Med/Surg: Julie Millsap, RN, Stephanie Hoex, CNA

Central Supply: John Nestorek, Central Supply Tech

Security: Brice Taylor, Security Officer, Derrick Findley, Security Officer

Sequim Cancer Center: Becky Haskins, RN

OB: Laurie Elmer, RN, Georgia Anderson, RN, Adrienne Elsey, RN

Case Mgmt: Trisha Hogland, SW, Lenora Rohlfing, RN, Melissa Crocker, Case Mgmt Associate

Short Stay: Stacey Kovalak, RN, Jim Wurden, CNA

Surgical Services: Lotta Pearl, RN

EVS: Michael Manley, EVS II, Patrick Hughes, EVS II

ICU: Scott Fitzgerald, RN

In order to win at the bargaining table, we need everyone to be a member of our union, because that sends a strong message to OMC administration that we're all in this together, and ready to do what it takes to win these improvements! Here's a QR Code to your union membership card. Sign on today!



joinseiu1199nw.org

Healthcare union members are fighting for real, concrete solutions to our staffing crisis. Washington has faced a shortage of healthcare workers for years, but the pandemic put long-standing staffing problems into a pressure cooker. Now we're at a crisis point. We, as frontline healthcare workers have asked hospital executives for help but we were ignored. Now, we're calling on state lawmakers to pass safe staffing standards that will let us do our jobs safely and give patients the care they deserve.

What are we fighting for in the WA Safe & Healthy legislation:

We call on our state Legislature to pass minimum safe staffing standards that protect healthcare workers like us from dangerously high patient loads

- ★ These minimum staffing standards would protect ED Techs, CNAs, monitor techs and RNs from dangerously high patient loads by capping the number of patients we could be assigned.
- ★ This would not prevent us from flexing to acuity when needed.

We ask our state representatives to invest in workforce development to increase the number of healthcare workers entering the field. This is an important part of addressing the healthcare staffing shortage, but only when paired with safe staffing standards. We cannot recruit and retain healthcare workers when dangerous patient loads and burnout are the norm in our hospitals.

- ★ Expanding clinical slots
- ★ Phase in staffing standards to allow time for workforce development.

We urge the state Legislature to close the loopholes in existing overtime and meal and rest break laws to ensure we are getting our legally required break time, and to end the abuse of mandatory overtime.

- ★ Closing the loopholes in which an employer does not have to provide meal and rest breaks.
- ★ Expanding break and overtime protections to all direct patient care or clinical services employees.
- ★ Limits "unforeseen emergent circumstances" to no more than 90 days.
- ★ Expanding current mandatory call protections that restrict situations where mandatory call can be used by limiting mandatory on call time to no more than 20 hours per week (this would not limit voluntary call).

Our road to safe staffing

1

Email your lawmakers today!



1199nw.org/wasafeandhealthy

2

Sign the petition in support of our bill for patient safety and sign up to attend an in-person action in Olympia during the legislative session. Connect with a delegate on your unit to sign the petition!



3

Attend Lobby Day on Jan. 29. Speak to your organizer to sign up.



5

Look out for details about our public action in Olympia. We'll make sure our state legislators hear our voices!



4

Show your support for our WA Safe + Healthy campaign by wearing your lanyards, pins, buttons, t-shirts and swag — we're sharing the message with our coworkers and in our communities!

