

## Our proposals improve recruitment, retention and education

After working two years on the frontlines of the pandemic, we need a contract that recruits and retains quality staff now more than ever. We've seen too many coworkers go elsewhere and our proposals are designed to keep great staff at OMC. That's why we need:

- **Market adjustments so we're paid comparably to other hospitals**
- **A wage scale that respects our years of service - no more ghost steps**

We deserve to be paid adequately for the time we spend away from our families during evenings, nights and weekends, and those of us taking on more leadership responsibilities should be compensated fairly for it. We can do that by increasing:

- **Shift differential**
- **Weekend premium**
- **Charge nurse premium**
- **Lead pay**

We proposed that we join the SEIU 1199NW Multi Employer Training Fund, so we can access thousands of dollars a year to further our careers with provided educational support. We know that a big piece of the puzzle to fixing the staffing crisis is workforce development and joining the training fund will help us towards that goal.

Joining the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund would mean:

- **Up to \$3,500 for service members and \$5,250 for RN members per year paid to the school/conference/program directly with no need to be reimbursed**
- **Career counseling and support throughout our educational track**
- **Tutoring and test-taking services to set us up for success**
- **Funding for most CEU costs and conference travel**



“We are working to win the SEIU 1199NW Multi-Employer Training Fund at OMC. This fund would make obtaining further education more accessible to OMC staff in all fields, allowing for further growth and career advancement. The fund would pay for schooling upfront and throughout our career paths.”

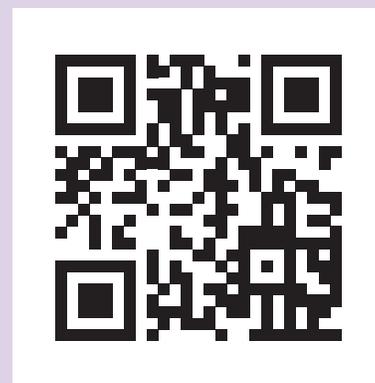
- **Danielle Gerdes, ERT, ED**



“We are advocating for wage increases to catch up with the tremendous increases in costs in our local area on top of the general state of inflation. We are striving for these increases so OMC can recruit and retain staff who live, invest, and thrive in this community.”

- **Scott Fitzgerald, RN, ICU**

Sign onto our unity petition to tell OMC administration that you stand with the bargaining team, our proposals, and expect speedy bargaining process! We need our proposals to pass quickly in order to win the improvements we need to keep people working here.



<https://1199nw.org/3EeVVvID>

## Members coming together to support a safe work environment in Dietary



“We came together and delivered a petition calling on administration to meet with us and address concerns from the dietary department about a manager’s inappropriate and abusive behavior. We want to make the OMC kitchen safer, and a place people want to work in.”

- **Travis Harmon, Floater, Dietary**