

We're Taking Action for a Strong Safety Net

As frontline nurses and healthcare workers at OMC, our community counts on us every single day. We've been there for our community for the entire pandemic, and we will continue to provide the care our neighbors need. In order for us to provide the best care for our patients, we need to have a strong safety net so that we can recover when us or our families need care. Whether it's illness, an operation, or an accident, we deserve a safety net that puts our care and wellness first.

Although we were pleased to see OMC administration make some minor improvements to their initial offer, they need to do more to provide us with the guarantees we deserve. Too many of us will see our short-term disability, which we have accrued over many years of service, be reduced and replaced. Under OMC management's proposal, once our grandparented short-term disability is gone, we will only be left with paid sick leave and Washington State Paid Family Medical Leave.



"Although we saw some minor movement related to our proposal on short-term disability, OMC management has chosen to ignore a number of our proposals, rejecting some outright and presenting others in a package deal. If we accepted their package proposal, the result would be significant takeaways to our safety net. In order to win the standards we all deserve we need to take decisive and united action." - **Brice Taylor, Security Officer, Security**

"We are united for a strong safety net – not just for our community but for employees at OMC. A safety net means paid sick leave we can rely on, and an integration of the state's Paid Family and Medical Leave in a way that results in no takeaways of the important benefits of the short-term disability plan. I was encouraged to see OMC management make some positive steps, but more action is needed to keep the important safety net we have." - **Tricia Hoagland, Social Worker III, Case Management**



We all put on stickers to send a clear message to administration that takeaways are never ok, especially around our sick coverage! In order for administration to understand how far reaching this issue is, it's important that we all participate during sticker-ups and other union actions so they can see that we're united in our need for quality sick coverage.



"Management says they want to retain staff, yet have made no offer for nurse market adjustments. Nurse wages are behind at OMC, yet they don't seem to want to address it. They say it's not sustainable to keep paying travelers, yet there is no acknowledgement of their nurses who have stayed. One might ask: do they really want to retain staff? Do they value our experience? It's very sad and frustrating they are willing to do so little for nurses who've committed to staying at OMC. We deserve respect and that means a real market adjustment that keeps up with area hospitals' nurse wages. This is why I support voting yes in taking public action — please come and vote yes on taking this contract campaign to our community!" - **Julie Millsap, RN, Med/Surg**

"Breaks are not only law but lead to improved employee satisfaction. Let's figure out a program that will work and not set us up for failure. Join us in voting YES at our action vote next week, to win a break relief program we need!" - **Melissa Clemens, RN, ER**



Where are we still far apart in bargaining?

Our proposals include:	Management's proposals include:
Maintain short-term disability with all of our accrued time	Grandparent our short-term disability bank – we stand to lose as many as 11 accrued weeks
Include PFML to our contract – OMC management pays 50% of premium	Replace short-term disability with PFML and have us pay the majority of the premium
Create sick leave, 1.0 employees accrue 8 hours/month with no cap of accrual	Accrue paid sick leave at 1 hour per 40 hours worked (the legal minimum) with the ability to roll over only 80 hours
Market adjustment for job classes that are furthest behind the market	NO nurse market adjustments
Remove ghost steps from our wage scales so every year means a raise	NO removal of ghost steps
Break relief nurse pilot program	NO break relief nurse pilot program
Multi-Employer Training Fund so we have access to resources we need to advance our career	NO Multi-Employer Training Fund
Paycheck transparency language to ensure that we're able to see itemized pay	NO itemized pay accrual reported on our paychecks
Staffing escalation plan that empowers Charge RNs to make necessary staffing changes during acute staffing emergencies	NO improvements on our current process to appeal staffing

**OMC CAN DO BETTER.
OMC MUST DO BETTER.**

We won a safer workplace in Dietary

We fought for months to win justice regarding unsafe and unprofessional working conditions in our kitchen. We took action with a super majority of us signing a petition demanding the situation be addressed, resulting in a large meeting between us and HR. Through our union action, we won real justice – the manager who was the cause of a lot of our problems has left her position, making the kitchen a safer, more respectful place to work.




It's time to vote to take action

Our next bargaining session is March 31. We need management to come to the table ready to bargain our proposals for quality sick coverage with no takeaways, safe staffing, wages that recruit and retain great coworkers, a training fund that helps members move forward in their careers, and transparent paychecks.

An action vote is when membership comes together to decide whether these issues are important enough to move our campaign to the community and ask for the public to help tell our administration that we deserve a strong contract.

At these votes, we will talk more about how bargaining is going, where we're still far apart on proposals, and what a public campaign could look like. Please look at these times and days and plan to attend an action vote. **You'll want to give yourself at least 15 minutes at this vote, in order to walk through the vote with your bargaining team.** Your bargaining team recommends a YES vote!



Wednesday 3/23	6:30-8:30am, 2:30-4:30pm, 6-8pm – all times in Fairshter Conference Room
Thursday 3/24	6:30-8:30am, 11am-1:30pm, 2:30pm-4:30pm – Room B Conference Room 6-8pm – Wendel Conference Room
Sunday 3/27	11am-2pm – Wendel Conference Room
Monday 3/28	6:30-8:30am – Wendel Conference Room 12-1pm - Vote count - Fairshter Conference Room
Zoom Vote Options	
Wednesday 3/23	10am-12pm - https://1199nw.org/3tdCcgR 
Sunday 3/27	6pm-8pm - https://1199nw.org/3wdXvRo 