

We Deserve More:

We are calling on Memorial to invest in ALL of us

We know that many nurses and healthcare workers are feeling burned out and are leaving healthcare during this pandemic. During our last bargaining, we repeatedly told management that in order to recruit and retain healthcare workers, we needed to lift up wages to be competitive with other hospitals across the region. Earlier this month, management announced a significant wage increase for nurses but failed to lift up ALL workers. We believe that we deserve more and we are taking action to show management they should invest in all of us.

We marched down to administration and told them we've had enough and we will not be divided. While we appreciate the recent retention bonuses and wage increases some of us are getting, we demanded wage increases for everyone and retention bonus that truly make us feel appreciated. Every one of us is a valuable part of this team, and that needs to be acknowledged.



Talk to your delegate about our action plan



"At the march on the boss last week I told management that I had to pay for my NAC license. I do direct patient care, that's why I have to keep my license. I do vitals, help get moms up to the bathroom, help with breastfeeding, assist nurses with babies - listening to the heart while she does oxygen. We

have been working short-staffed during this entire pandemic but we are still here taking care of our community while management acts like we don't exist. It's time for management to invest in ALL of us."

- Pam Bernhardt, OB Tech



"I feel disrespected and not valued. I was asked to be redeploy many times and I had the hospitals back when they needed me. Now in turn I do not get the \$13,000 bonus because people who were redeployed do not qualify. How are we being treated like this? The hospital preaches equality and equity but

do not uphold their own values. I've been here 21 years, and this is a slap in the face. That's why it's time for us to take action to show management we are ALL an important part of the care team."

- Barbara Froehlich, Infection Prevention RN



"This is how they want to thank us, humiliating and embarrassing us as they did in the last negotiations. We are workers just like the others, we are frontline EVS workers, we have been working hard for quality care for our patients. For us there is no division. All workers deserve

bonuses in an equitable way. Memorial Hospital has divided us, they are dividing us, these bonuses are to divide us in such a disproportionate way. We EVS workers have value, we come here to the hospital to work hard every day, we run, run, run, because that is how they keep us working hard. We are always short-staffed for more than a decade. We have told you for more than a decade we do not have employees and we always are stressed because of the workload. And with the pandemic it has gotten worse, many workers have left because of bad treatment and bad pay. When they see the mistreatment they give us, it is better for them to leave. Yakima Memorial always tells us that we are their family, but now I want to tell them that is not how the family is treated, the family is united, the family is not disunited, it is treated well, that is not how the family is treated."

- Joely Gonzales, EVS Utility Tech.

Spanish:

"Asi es como nos quieren dar las gracias, humillandonos y avergonzandonos como lo hicieron en las ultimas negociaciones. Somos trabajadores iguales que los demas, somos los trabajadores de EVS de primera linea, hemos estado trabajando duro para un cuidado de calidad a nuestros pacientes. Para nosotros, no hay division. Todos los trabajadores nos merecemos bonos de una manera equitativa. El Hospital Memorial nos han dividido, nos estan dividiendo, estos bonos son para dividirnos de una forma tan desproporcionada. Nosotros los trabajadores de EVS tenemos valor, venimos aqui al hospital a trabajar duro cada dia, andamos corre corre porque asi nos mantienen trabajando mucho. Y se lo hemos dicho ya por mas de una decada que no tenemos empleados, siempre andamos corto, tenemos que andar siempre estresados por tener tanto trabajo. Y con la pandemia se ha empeorado. Muchos trabajadores se han ido por el mal trato y por la mala paga. Cuando miran el maltrato que nos dan, es mejor que se vayan. Yakima Memorial siempre nos dicen que somos su familia, pero ahora quiero decirles asi no se trata la familia, la familia se une, no se desune, la familia se trata bien, asi no es como se trata a la familia."

Next Steps

We are meeting with management on March 22 and March 25th to bargain over the impacts of the retention bonus and wage increase. Talk to your delegate to get more information.

We are united in having a strong union

It is so important that we join together and show administration that we are united and ready to stand up for each other! Are you a member of our union at YVM? One way to make sure YVM remains a great place to work and to keep our union strong is by joining your coworkers and becoming a member. You can join SEIU Healthcare 1199NW by filling out an electronic card!



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