

It's About Fairness:

We're Calling on Management to Invest in ALL of us

We have worked tirelessly during the pandemic to ensure we can admit and care for every patient who walks through our doors and provide the care our community needs. It's time for YVMH management to invest in all staff through wage increases, a retention bonus, and the staffing levels we need. We have lost countless coworkers to fatigue and better opportunities outside the hospital – this needs to change. We appreciate the recent retention bonuses and wage increases some are getting, but YVMH needs to do more to stop the exodus of healthcare workers and show appreciation for every single one of us. We met with management and gave them our proposal for wage increases and retention bonuses for everyone. See how our proposal stacks up to what management is doing below.

	Service unit		RN unit		
	YVMH	UNION	YVMH	UNION	
Wages increase	No increase	\$5 wage increase	Wages increase	\$5 more an hour	Acceptable
\$5,000 - Retention Bonus	Only NACs, Phlebotomist	All Service unit	\$13,000 - Retention Bonus	Only beside nurses	All nurses
\$1,000 - Gratitude Bonus By FTE	All other job classifications		\$1,000 - Gratitude Bonus By FTE	For any nurse not at the bedside according to the hospital	



"Many of us marched on the boss together at the doors of administration to drop off our statement of feeling undervalued and unappreciated throughout the pandemic. We felt as if management was being divisive with the way bonuses were distributed and the lack of raises for everyone else who have been loyal and hard working when they could have left like the others. When I saw so many different job classes standing together in unity, I felt the courage to be there and proud to be together in unity. There were so many different people speaking out on how they were affected by these bonuses and raises that it was inspiring to see such strong leaders within our union. We are all the reason this hospital is running and deserve living wages!"

- **Gina Medina, OB Tech**



"I've worked my position as a unit secretary for 17 years. In November I chose to go available and because of that I only got the \$200 bonus. Unit secretaries feel low on the totem pole and feel like the distribution of funds were not fair it should have been divided evenly amongst us. Most the time we are working short where there's only one full time secretary that's there 3 days a week. The other 4 days we don't have a secretary. That's another reason why we need retention bonuses. Even though we are not at the bedside per say, we still have to deal with all the stresses and tensions. Show us that we are important."

- **Katie Terhost, 3EW Secretary**



"The patient access department for me and my coworkers is considered frontline, we have been working hard since day one when COVID started. We have been understaffed for a while now, working long irregular hours, sometimes 12-14 days STRAIGHT. We are committed to our job, while trying to maintain two different areas (the ER department and the extension area) along with registering ambulances, traumas with not enough staff. We lost a beloved coworker and a dear friend during COVID. Patient access and our teammates in other departments put our hearts and souls into our work each and every day. I believe we deserve better wages, incentives and to be acknowledged for our hard work because at the end of the day we are all on one team."

- **Christina Bedolla, Patient Access Rep**

We took action to show management we are united for real raises for everyone

Management put out a press release letting the public know they were giving healthcare workers wage increases. This article was misleading and it's time that we set the record straight. That's why we waived signs last week with the message that it might be April Fool's, but our issues ain't no joke! We let our community know that we need their support as we are fighting to lift up wages for everyone.



"We had a sign waving action at Memorial in support of better wages and fair bonuses for all on April 1! I was excited to support my coworkers when I arrived. Then as more joined I was inspired to see that it was people from different departments like EVS, Lab, NACs from all over, RNs that were supporting each other and fighting for equality. When I was asked to talk to the media I knew what I wanted to say and it was that we were all out there to be heard because we all went through the pandemic and shortages together. It was time the community knew the truth about how these bonuses and raises were actually distributed!"

- Laura Cruz, Float Pool NAC, Nursing Student

Join your coworkers in becoming a union member

Join SEIU Healthcare 1199NW and together we can make real change at Yakima Valley Memorial!



joinseiu1199nw.org