



A Legacy of Unity, Strength, and Workplace Standards at MultiCare Yakima Memorial Hospital

Investing in our strength as a union is the only way to continue to take on multi-million-dollar corporations like MultiCare and the healthcare executives who run them, to keep standards high, and to ensure we're a union where every member belongs and thrives.

Yakima Memorial has been a part of 1199NW for 40 years. Nurses at Memorial wanted a union where their voice could be heard and their input was valued, so they chose to join 1199NW.

With this change came many new standards that until this day have made Memorial a great place to work, including shift differentials, premiums, OT, no mandatory low census, RBS, innovative shift, holiday, vacation, sick time, and many more.

In 2013, our service members decided they had enough wage freezes and voted for 1199NW as their union as well! Job classes from housekeeping, dietary, NAC, Phlebotomy, OB techs, PT aids, secretaries, UCA, and more were all joining together for better working conditions. In 2014, service workers ratified their first contract and were able to mirror a lot of the RN contract in order to have the same expiration dates that enabled us to bargain together for all contracts moving forward! Together, we have achieved many standards within our contracts.



"I had been at memorial for 20 years and had only received merit increases. Management would make it impossible to get a good score. Even with a good Role Model status with merit, increases in 2011-2012 were under a wage freeze for all who did not have a contract because the hospital could not afford the cost. The only employees who were guaranteed wage increases were the nurses because they had a union. That is why in 2013 we voted and won our union for service workers. We won a contract with a wage scale that was not based on performance or what management was told they could offer! These wages were a HUGE win since there hadn't been wage increases and now it was regardless of merit!"

-Alice Westphal, 3EW UCA

"Current RBS language has been a Godsend during the short-staffing crisis to help people feel valued for their extra work. If these standards weren't here we would not be functioning. It is a relief to know we have a union to maintain these benefits along with holidays that other contracts don't have like our floating holiday and birthday anniversary. Our contract language was used to protect people from being forced into furloughs and keep people employed during COVID. It is life changing to know we have our contract language to fall back on at the end of the day. When we keep our contract enforced, we can keep input on our working conditions!"

-Trish Bowman, 3EW RN



Our legacy of standing up for patients and our community

Through all of the changes we have faced at Memorial we continue to raise standards in our workplaces and in our contracts.

We win wages and benefits that support our families and communities because we have a union at Memorial and have united with MultiCare members across the state. Together, we:

- ✓ Won big wage increases in 2020 including nurses getting a \$5/hour increase
- ✓ Won premiums for ICU Coordinators
- ✓ Created a service staffing committee to raise concerns in the workplace



Our legacy of standing up for patients and our community

- ✓ Secured safe staffing for safe care
- ✓ Upheld our contract standards
- ✓ Created a place we all belong
- ✓ Won COVID protections and ensured everyone had access to PPE
- ✓ Protected standard 8-hour workdays so nurses can't be forced into a 12 hour shift
- ✓ Won Donning and Doffing pay for those of us to have to change into hospital provided scrubs, and we won back pay!
- ✓ Fought back against combining our sick and vacation banks into PTO
- ✓ Maintained our annual vacation cash out
- ✓ Increased bilingual pay

Every time we have gone to the bargaining table at Memorial we have been stronger and more prepared to take unified action to win what our patients deserve. This culminated in our biggest action this year with an informational picket for patient care.

Even in years we are not bargaining, whether in times of change, or working to improve standards day-to-day we know that taking action together can make management do the right thing!



"I have worked for Memorial for 36 years. After working as a staff RN on the floor for 17 years, I started working at Yakima Gastroenterology (which was also partially owned by Memorial), with a \$6.00/hr pay cut. After working for YGA for 13 years, we finally won and Memorial recognized that we were part of the union (even though Memorial had owned YGA for some time). When we became part of the union, I received a \$15.00/ hr pay increase, and went to a 40 hr work week, with no mandatory overtime. Previously for 13 years I was required to work 45-50 hours/ week. When people ask me, "why should I join the union, what does it do?" I can tell you that without the union I would not be receiving decent wages or working hours that are conducive to family life. Join the union today and show your solidarity, that we are tired of working without a contract and we want it resolved without take aways."

- Kathy Kroth, RN IVCS

"I have been in the phlebotomy department for almost 8 years and was recruited into the hospital after hearing it was the only place that paid for your license renewal. It was a great reason to work here but in 2022 they tried to take it away out of the blue through an email! We talked amongst our department and demanded a cease and desist and got to have a meeting about keeping this practice that has been an attraction to get people in the door and stay for over 20 years! After we met we were able to get them to bring back the practice and are now negotiating it into the contract! When we fight, we win! Remember together we can!"



-Deshawn Oursland, Phlebotomist

