



A Legacy of Unity, Strength, and Workplace Standards at Olympic Medical Center

In the early 90s, workers at Olympic Medical Center knew they needed to make changes not only to wages but also to working conditions across OMC. They knew these changes would not be easy and that they could not do it alone. Workers decided to partner with SEIU Healthcare 1199NW and start fighting for a brighter future for all of OMC. This partnership has resulted in competitive wages, a voice in working conditions and OMC members regaining their power.

Investing in our strength as a union is the only way to continue to keep standards high and to ensure we're a union where every member belongs and thrives.

“Administrations have come and gone over the years, but SEIU has remained constant for us. With SEIU’s help we can fight for our community and our patients. Having a higher standard of living has allowed many families, including mine, to stay in the community we love. It has taken many years and lot of hard fights to get to where we are today. SEIU has been the key to our success, from partnering with our communities to working with administration, they bring the resources and building blocks to make us successful so we can continue to do what we love to in the community we all love.” – **Laurie Elmer, OB RN**



Our story of union strength

Over the years, administration has tested OMC’s commitment to stand with each other in solidarity and stand up for better working conditions, but we always show up for ourselves and our patients in unity. In 2010, when Dietary was just joining our union brothers and sisters, making 17% less then EVS workers while in the same contract fight, administration threatened to take away our ability to protect our families by raising insurance costs. 1199NW members at OMC stood up and said NO! By taking actions like information pickets, caroling to administration, and calling on the community of Port Angeles to stand with us, the bargaining team announced in April of 2012 that we had prevailed. In the 30+ year history of 1199NW at OMC, the call to stand together and fight back has come time and time again, and each time members at OMC have answered that call.

More recently in 2021, the bargaining team went back to the table where again we faced an administration that was set on making large changes and taking away several benefits. Once again, the team stood strong and after an action vote that authorized the bargaining team to call for an information picket, reached an agreement on a historic contract. The 2022-2025 contract is the first contract in the state that has parity, meaning that shift differentials, weekend pay, charge and lead pay would be paid equally for service members and RNs. This has quickly become an 1199NW standard that more and more contracts across the state are fighting for!

“Over the years when it has come down to it, we have stood together, putting everyone’s best interest first and working as a unit. Because of this we have won more together than we ever could have apart.” – **Dan Grimes, Maintenance**



“Parity to me shows that everyone’s time is valuable when it comes to shift premiums. No one position is more valuable than another and we all provide a critical service in healthcare 24/7 365 a year.” – **Jeremy Sheldon, Plant Operator**



▶▶ The union difference at Olympic Medical Center

Wages

- ✓ 19% across-the-board wage increase over the life of our current contract!

More Contract Wins

- ✓ Ensuring a response to our vacation requests within 21 days
- ✓ Transparent, itemized paystubs to ensure we are paid correctly every time
- ✓ Parity between service and RNs for shift differentials, weekend premiums and charge and lead pay

“Administrations have come and gone over the years, but our unity in 1199NW has remained constant for us. We can fight for our community and our patients. Having a higher standard of living has allowed many families, including mine, to stay in the community we love. It has taken many years and a lot of hard fights to get to where we are today. SEIU has been the key to our success, from partnering with our communities to working with administration, they bring the resources and building blocks to make us successful so we can continue to do what we love in the community we all love.” – **Danielle Gerdes, ER Tech**



“Having a union to me, has meant having guaranteed support through difficult times in healthcare. The union ensures having a protected voice working through difficult conversations, such as maintaining competitive and livable wages for staff and our families.” – **Mel Clemens, ER RN**

