

STAY UP TO DATE ON ALL THE LATEST ACROSS MEMORIAL AND MULTICARE AS WE HEAD INTO BARGAINING

GRIEVANCE CORNER!

Our union recently filed 2 grievances that may impact a number of us here at Memorial. We are fighting to hold management accountable and enforce our contract.

- **Per Diem Premium:** We discovered that management may not be paying most per diem workers properly and they are choosing not to address the issue. We filed a grievance to fight back. We are also helping folks file L&I complaints for wage theft to hold management accountable.
- **PRO Hours:** We have heard from a number of nurses that they have not been paid out for the PRO hours they submitted. We have reached out to HR for answers and gotten no resolution. We filed a grievance to hold them accountable to the language in our contract.

“Since the change to Workday, staff have been left confused on the process to access our education hours. This has led to each unit allocating hours differently or not at all. When I asked for clarity from upper management, I instead was told that the issue is nursing staff intentionally costing the hospital money by using our guaranteed hours. Personally, I submitted my PRO hours the same way as past practice multiple months ago, and I still have not received pay for the entirety of my hours. Each time I seek clarity I get a different answer on why they aren’t being paid out. Hospital management needs to provide clear communication regarding the process to use PRO hours that can be consistent and equitable across the board for nursing staff.” – **Emily Kenney, RN, 2E/W**



WHEN WE FIGHT, WE WIN

Wins across MultiCare

- ➔ Earlier this year at MultiCare Auburn Medical Center, members stood together to hold management accountable and fight for what they needed in their workplace through contract negotiations. As a result, they won the biggest raises they have ever received and ensured no one was left behind!
- ➔ Recently at Memorial, one of our coworkers was reinstated to her job and awarded a HUGE settlement in missed wages because of wrongful termination!
- ➔ Our fight to hold management accountable regarding the implementation of the Meals and Rest Breaks law is working. Recently a member at Valley Hospital in Spokane filed an L&I claim against MultiCare regarding missed meal and rest breaks and won a settlement for back pay!

NEW MEMBER HIGHLIGHTS



“Recently, I reached out to the union to seek their advice and help due to events affecting my employment as an outpatient clinic nurse. I honestly did not think anything would come of filing a complaint, but I was happily surprised to witness the caring and power of our union. I am embarrassed to admit that I have not been an official member for years while benefiting from having a union in our workplace. I have a newfound respect for the power of our union when we all work together, and I just signed my membership card! I’m looking forward to paying it forward by representing my coworkers by joining our bargaining team!”

– **Pam Rodriguez, RN, Pulse Clinic**

MAKE YOUR VOICE HEARD: BARGAINING SURVEY

We are headed back to the bargaining table soon to fight for improvements in our workplace and our wages. We will be holding unity breaks regularly throughout the month of October so you can stop by and meet some of your bargaining team and fill out your bargaining survey and return it to one of your bargaining team members below.

You can also fill out your bargaining survey online/
También puedes completar tu encuesta de negociación en línea:

English



Spanish



GET TO KNOW YOUR BARGAINING TEAM AND ORGANIZERS

Bargaining Team

- ◆ Deshawn Oursland, Lab
- ◆ Alice Westphal, 3E/W
- ◆ Angi Scott, PACU
- ◆ Joely Gonzalez, EVS
- ◆ Erica Gonzalez, EVS
- ◆ Adela Cuevas, EVS
- ◆ Cristal Trujillo, EVS
- ◆ Patricia Lizotte, Nutrition Services
- ◆ Emily Kenney, 2E/W
- ◆ Cecilia Ornelas, 2E/W
- ◆ Yudith Webber, 2E/W
- ◆ Blanca Arcila, 2E/W
- ◆ Pam Rodriguez, Pulse Clinic
- ◆ Christina Bedolla, Pt. Access
- ◆ Heather Hanson, Pt. Access

Organizers

- ◆ Jesus Martinez –
(509) 494-3721,
jesusm@seiu1199nw.org
- ◆ Judi Shoesmith –
(425) 281-9656,
judis@seiu1199nw.org
- ◆ August Morigeau –
(509) 290-0614,
augustm@seiu1199nw.org



“Becoming a union bargaining team member is important to me because it is a direct way to help create and enforce a legally binding contract that addresses critical workplaces issues like wages, benefits, safety and work conditions.

This will build unity and communication with other members to also ensure all members are heard. Our voices are important and we all deserve a seat at the table!” – **Christina Bedolla, Pt. Access Representative**

We are building a strong Bargaining Team and a Contract Action Team (CAT). The CAT team is a group of engaged members that want to help make sure we all stay informed to be able to win the best contract. CAT team members work closely with the bargaining team and create a strong network of communication across the facility.

If you are interested in joining our Contract Action Team for a powerful bargaining campaign reach out to August Morigeau, Organizer.



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