

We sent a strong message to management that we are standing together in our fight for a better workplace!

Bargaining is officially underway! We had our first day of bargaining with management on November 13. While our bargaining team was at the table with management, we participated in a sticker up action in the hospital to show management we are ready to fight for what we need. At the bargaining table, RNs and Service workers joined together to make it clear we are ready to fight for a great contract and won't accept any takeaways. We came to the table with some robust, complex proposals aimed to improve inequitable practices across the hospital and they are rooted in our values and priorities of:

- ✓ Fair competitive wages and premiums
- ✓ Improved staffing that keeps us and our patients safe
- ✓ Quality affordable healthcare
- ✓ Respect for the important work we do
- ✓ Stronger communication and support



"Membership in the union is a benefit to us as employees and also to the employer. High membership helps form a more cohesive group of workers. When we come together, we gain a better understanding of our coworkers' life experiences and work life. It promotes a sense of belonging and ownership in our workplace. Having worked in other hospitals that have stronger union participation, I can speak to the improvement in work relations and environment that I don't see as strongly at Memorial. When you have a workforce that is united and knowledgeable about the collective bargaining agreement the relationships and feeling of integrity between workers and management is greatly improved leading to a greater feeling of respect for the work we do." – **Angi Scott, RN, PACU**

Our bargaining team presented a proposal at bargaining that addresses union membership. It's called Modified Shop. This proposal relates to the membership status of current and future MYMH union represented workers across the hospital.

Q: *How will Modified Shop affect me?*

A: Employees already employed at MYMH would be able to keep their current membership status and can join our union at anytime.

Newly hired employees must join our union after the ratification of the new contract upon hire.

Join us for the latest updates at our next Unity Break!



November 19
11am-2pm and 6-8pm
Outside the Cafeteria!

Upcoming Bargaining Dates



December 11
December 19
January 8
January 22

Get To Know Your Bargaining Team!



"My name is Yudith, I work on 2E/W. I have been in here for 24 years. I've been a nurse for almost 28 years. So most of my nursing life has been spent at Memorial. A long time ago when I got hired I had 3 years of nursing experience from the farm workers clinic. HR told me those 3 years of nursing experience didn't count towards my experience on the wage scale. It wasn't until 5 years later that I found out from my union that those 3 years should have counted. My union fought for me to get 5 years of back pay. That day is when I knew the power of my union. That is why I am here. I know so many of my coworkers that have been in similar shoes over the years. I joined the union then and have been in ever since. I want to be a voice, not just for workers but for patients as well. We want to ensure they get adequate and safe care. We want to ensure that nurses and service workers have fair pay, good benefits and safe and satisfactory working conditions and more."

– **Yudith Webber, RN, 2E/W**

Bargaining Team



Yudith Webber	RN	2E/W
Tricia Lizotte	Cook	Nutrition Services
Heather Hanson	Pt. Access Rep	Patient Access Services
Blanca Arcila	CNA	2E/W
Pam Rodriguez	RN	Pulse Clinic
Vanessa Berber	CNA Transporter	Patient Transport
Emily Kenney	RN	2E/W
Erica Gonzalez	EVS Tech	Environmental Services
Cecilia Ornelas	Telemetry Tech	2E/W
Joely Gonzalez	EVS Tech	Environmental Services
Alice Westphal	UCA	3E/W
Christina Villarreal	CNA/Transporter	Patient Transport
Edith Robles	Materials Management Distributor	Supply Chain
Deshawn Oursland	Phlebotomist	Lab
Angi Scott	RN	PACU
Christina Bedolla	Pt. Access Rep	Patient Access Services
Tanya Brown	Scheduling Coordinator	Day Surgery
Helen Hinkle	RN	Operating Room

**Sign your union membership card today to stand
together for a stronger voice and better future at
Memorial!**

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joinseiu1199nw.org

