

Progress Continues for a Better Memorial!

We overwhelmingly ratified our new contract in March, held informational sessions and received our ratification bonuses in April, saw our new raises on our May 10 paycheck and now the vacation cashout deadline has been bumped up to July 6 due to Epic launch.

Meanwhile, we are making more progress as a union:

- Grievances were sent for those whose ratification bonus were affected by FMLA. On May 29 we finally got an answer that helped many of us get our second half of the ratification bonus!
- Your bargaining team met in May and June to finalize the contract language. We are waiting for MYMH to confirm and send back the final version so we can sign and print!
- The nurse practice committee is now the Hospital Staffing Committee, and we have a new Co-chair, Jaime Wagner, RN, Cath Lab! Jaime and the rest of the committee have been working hard to collaborate with MYMH on the new charter requirements for the committee with the new ESSB 5236 law that protects healthcare workers.



“With our staffing committee now becoming the Hospital Staffing Committee, we are working on forming a new group and accepting new committee members looking to make a change in staffing in their department. We welcome those interested to reach out to me or our union organizer to discuss what the role entails. Together our voices our stronger and we can make a difference in our working conditions!”

- Jaime Wagner, RN, BSN, Cath Lab

- We won New Employee Orientation language allowing our union to present at every NEO so that every new hire is aware of their benefits at the start of the job. Since making this commitment, MYMH has deliberately changed all NEOs to virtual and states it's too logistically difficult to provide us space within the NEO. We have filed a grievance on the matter and will continue to fight to get all new employees the information they deserve about their rights and benefits on the job.
- If you have close to your post Workday go live PTO Max accrual hours or over, you can still cash them out at the 100% rate up until July 6, 2024 if you haven't done so already. Below is the chart of what the new post Workday go live (September 22, 2024) max accruals will be. You can cash out any amount of vacation if your combined remaining balance of holiday and vacation is equivalent to at least 80 hours.

Years of service	Accrual/hour paid	Max Accrual
0-3	0.0731	232
4-8	0.0924	312
9-19	0.1116	392
20+	0.1231	406

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Support your EVS coworkers!

Small practices that can physically improve our EVS coworkers' job load:

- Linen/trash bags can be super heavy when overfilled, we suggest use of multiple bags instead of one overfilled bag
- Avoid liquid in garbage bags!

Your EVS coworkers thank you for your efforts!



“Together we can keep our patients safe and healthy by making sure we take care of each other!”

- Lisa Banerjee, Housekeeper

• Meal and rest breaks are changing:

- Starting July 1, MYMH must provide you with a meal break within 2-5 hours of the start of your shift
- If you take the meal break after 5 hours from the start of your shift it is considered a missed break
- If your break is interrupted you are entitled to the rest of your break as soon as possible and if you never receive the remainder of your break it's considered a missed break – you get paid for the time and the additional time of the missed break
- NEW CHANGE – MYMH must pay a compensatory fine when an employee misses a break
 - Example – You work an 8 hour shift and miss your meal break. Overtime is paid after your 8 hrs./day or 40hrs/week. Missing your meal break puts you into overtime therefore you are paid your full shift + the overtime rate of 1.5x AND 30 minutes of straight time for the missed break (compensatory pay.)

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**We're stronger together!
Become a union member
today:**



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“I have been working at Memorial for 20 years in housekeeping and through the years, avoided joining our union for personal reasons. I never saw the work our union did until recently, when our coworkers and I joined together to have our voices heard! We took action together and let management know how the proposed changes would affect us! This showed the importance of being a member and sticking together!”

- Lisa Banerjee, Housekeeper

