



We're On Our Way

United for Greater Equity & A Stronger Voice

Clinic staff at Olympic are uniting with our union colleagues. By joining with our coworkers and sitting down at the table with Olympic leadership we can better advocate for ourselves and our patients and foster greater collaboration, communication and equity.

Care Navigators, Medical Records Reps, Registration Reps, Medical Assistants, Cast Technician, Patient Care Coordinators, and Surgery Coordinators have filed with PERC (Public Employees Relations Commission), the state agency that oversees union petitions.

As employees at a public district hospital, we are able to join with our hospital colleagues through a process called Card Check. This process allows the union authorization cards we signed to be confidentially verified and counted by PERC and then our union can be certified.

The state would recognize our union if 50% +1 of us signed union cards, however in our case a supermajority of us made the decision and signed our cards.

A delegation of our Organizing Committee and union members respectfully delivered a positive message to Olympic administration asking them to recognize our choice to organize a union. We asked them to work with us and PERC to ensure a fair process that doesn't waste valuable resources fighting our interest in forming a union through delays or anti-union campaigning. (Full statement on the back).

While we are waiting for our cards to be counted, we can begin signing our union membership cards, filling out our bargaining surveys and choosing our bargaining team!



I've worked at the Specialty Clinics for 1½ years as a float Medical Assistant. I appreciate the variety and chance to learn from the different clinics that I'm in, and like that my position is helpful to my coworkers, whether that's filling in when there's a staffing need, extra hands for an unexpected procedure, or just providing a little bit of relief for my coworkers. I love working in healthcare and find it endlessly fascinating. I enjoy being able to support our patients and make their experience a little bit easier. I'm excited to join our union because we need a stronger voice in decisions that impact patient care and safety and because we deserve to be paid fairly.

- Reuben May, Medical Assistant, Specialty



I've worked for OMC for eight years, first in Dietary at the hospital and now as a Medical Assistant at the clinics for the past five years. Becoming a MA was a way for me to better myself and my family. I love working in Pediatrics! When my daughter was born, I brought her to the Peds Clinic and I loved how they took care of new moms and newborns. I'm excited to join our union because we deserve better pay and the strength of our union behind us to make sure our concerns are heard!

- Santi Morrison, Medical Assistant, Pediatrics



Our Union Delegation Statement to Administration

A Call for Respect and Quality Patient Care

Dedicated clinic employees at Olympic Medical Center are becoming a union with SEIU Healthcare 1199NW. Today, we file our petition for union recognition with the Public Employment Relations Commission with a large majority of support.

We are very proud of the contributions and reputation Olympic Medical Center has had in our community. As OMC employees, we are committed to ensuring the highest quality of patient care. We are joining together in a union to have a greater voice in our future, and the ability to advocate for our patients and quality care.

We ask that you recognize our union and honor our democratic right to become a union so we can move forward in a collaborative way. We want a process that respects a large majority of our co-workers' support in forming a union, and want to do so in a way that minimizes tension.

We ask for no management interference in our choice, including no use of costly delays, management anti-union consultants, or intimidating anti-union meetings.

We appreciate your time today and hope that we can come to a commonsense agreement that recognizes our union. We welcome your response today or by the 26thth of this month.

Respectfully,

Olympic Medical Center Organizing Committee

Next Steps:

Stay Tuned! We will work with Olympic administration and PERC to have our count completed. Updates will be shared as they come in.



Show your support!

Speaking, sharing communications and showing support for our union is our protected right. Opportunities to show our unity and union pride include wearing our union lanyards

Get Involved! If you want information on how you can get active or get more information reach out to an Organizing Committee member, Union Delegate or Union Organizer.

Learn More! We will begin our bargaining surveys and join union meetings and proposal votes in January. If you want more information or to participate in an informational meeting reach out to an organizer or Organizing Committee members.



Q: Can I wear my purple lanyard, and talk about the union at work?

A: Definitely! We have the right to talk about the union anywhere we can speak about non-work-related subjects (like the Superbowl or the weather). We have the right to participate in any union action: wearing lanyards, signing petitions.



Management should not retaliate against us in any way for signing a union membership card or engaging in any other protected activity like talking about our union if other kinds of speech and activities not related to the union are allowed. Our union colleagues at OMC and across the State fully participate in union activities that are respected and recognized as their right at Public District hospitals and clinics.

Welcome!

"I want to welcome all clinic workers into SEIU! I'm excited to sit beside you at the bargaining table and to see what achieve together.

I'm proud of your union, I recently have an opportunity to attend our annual Delegate Assembly with other SEIU members from across the state and celebrate the great work 1199NW has done in 2024. I look forward to all that is to come in 2025!"

- LaDonna Wilson, RN, Short Stay

