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# UNION UPDATE

for Local 8 Members at Providence Regional Medical Center – Everett

October 15, 2015

## Our Union Bargaining Team's Working to Address Concerns, but is PRMCE Listening?

Our Team met with Management again on **Tuesday, October 13**. Unfortunately the day started off with Management's rejection of basically all our Union's proposals that addressed our priority issues, **including notification of vacant positions to every bargaining unit employee in the department of the vacancy, and that job postings include start and stop times of shifts, removing the volunteer loophole language on seventh consecutive day worked pay, and having immediate access to our EIB when sent home for an on the job exposure, and Labor/Management Committee to meet monthly** instead of every other to increase its effectiveness in resolving issues. And then aside from not being willing to address these issues, they are rejecting most of the economic improvements we proposed, offering just to continue steps with no additional steps added, meager annual increases and a few small Market Adjustments which were insufficient compared to what we believe is needed. It was a disappointing response, but our Team continues to negotiate for what would be fair and just contract.

Providence also presented the upcoming changes to the health care plan. Though employees' share is not increasing, there are changes to the network plan, where some current providers will be moving to tier two or tier three. Our Team expressed concerns over these changes, and Providence did not see this as a significant change. We are concerned about their lack of understanding of the impact this will have.



***Every Bargaining Session we are trying to explain our concerns to management and why they are so important for us and for the hospital. It is definitely a struggle, but our team is working hard at the table every week and is determined to persevere.*** – Monica Clark, Environmental Services, 4 Years

### Good to know ...

If something happens on the job that you have a question or concern about, don't wait to contact your Union Rep! Our Contract gives us **14 calendar days** from when a member first knows of the contract violation to file a grievance. We can use this process to address many different types of issues, including anything from a mistake in pay to a position you should have gotten that you applied for. **If you are disciplined, it's always a good idea to contact your Union Rep**, even if you don't want to contest it but just to make sure hospital policy was followed, extenuating circumstances were taken into account, and everyone understand the next steps. *Whatever the situation, it is good idea to run your issue or concern by a Union Steward or Union Representative before the clock runs out.*

# Support Your Bargaining Team--Join the CAT

Our **Contract Action Team (CAT)** plays a critical role as we work to bargain a fair and equitable contract. Along with our Bargaining Team, the co-workers below are contacts in their work areas to ensure information is communicated quickly and accurately. **If you haven't already volunteered to be a CAT member and want to, just email your name and where you work to [corinne@opeiu8.org](mailto:corinne@opeiu8.org).**

Name	Location	Name	Location
<b>Brenda Black</b>	Anticoagulation Clinic	<b>Rajswinder Virk</b>	Env. Services
<b>Zen Jenne</b>	Cafeteria	<b>Rohey Sawo</b>	Env. Services
<b>Derek Martin</b>	Cardiac Evaluation Unit	<b>Dawn Ihlenfeldt</b>	HIM Coding
<b>Bobbi Miller</b>	Clinical Lab	<b>Jennifer Barnum</b>	Infusion Services
<b>Marlene Weitkamp</b>	Clinical Lab	<b>Rene Horton</b>	IP Rehab Facility
<b>Sarah Nida</b>	Clinical Lab	<b>Tamara Martinez</b>	Lab - Pacific
<b>Kristi Sage</b>	Close Observation 3A	<b>Heather Dawson</b>	Medical Records
<b>Juan Ferrer</b>	Communications	<b>Candis Morth</b>	Oncology 7A
<b>Lorri Tillman</b>	Dietary	<b>Ginny Gilmore</b>	PACLAB
<b>Jodie Weller</b>	Dietary - Pacific	<b>Adam Thornton</b>	Plant Operations
<b>Jerome Hayes</b>	Distribution	<b>John Greer</b>	Plant Operations
<b>Lynne Phipps</b>	ER	<b>Randy Olafson</b>	Plant Operations
<b>Alyssa Morgan</b>	Env. Services	<b>Gurminder Sangha</b>	Post Partum Outpatient
<b>Binta Saho</b>	Env. Services	<b>Sonya Venables</b>	Surgery & Recovery
<b>Cecilia Smoke</b>	Env. Services	<b>Darcy Brown</b>	Family Maternity
<b>Dirga Rai</b>	Env. Services	<b>Linnie Lamar</b>	2N
<b>Garfield Williamson</b>	Env. Services	<b>Nfamara Konteh</b>	6A
<b>Kurt Stoecklhuber</b>	Env. Services	<b>Sherry Parmentier</b>	6S & 7S
<b>Manjit Kaur</b>	Env. Services	<b>Julie Wolf</b>	6S & 7S

Also check in with members of our Union Bargaining Team to get the latest info: **John O'Keefe**, Distribution; **Tara McIntosh**, Medical Records; **Audrey Gunderson**, Diagnostic Imaging; **Janice Herrera**, Breast Center; **Laurel Coalwell**, HUC; **Gabriel Guevara**, Emergency Services; **Vicki Ross**, CNA; **Sue O'Connor Prilliman**, Food Services; **Jeff Crofts**, Plant Operations; **Monica Clark**, Environmental Services; **Teresa Lawlis**, Lab; **Suzanne Mode**, Lead Negotiator; **Shelby Mooney** and **Mary Maloy**, Union Reps.

**In accordance with our current Contract, all bargaining unit members will be receiving a 1% increase effective the first full payroll period following October 1, 2015.**

**If you have any questions, please contact Bargaining Team member or your Union Representatives at 1-800-600-2433, Mary Maloy ext. 106 [marym@opeiu8.org](mailto:marym@opeiu8.org) or Shelby Mooney ext. 107 or [shelby@opeiu8.org](mailto:shelby@opeiu8.org)**