



For Local 8 Members at Willapa Harbor Hospital

November 8, 2023

We Need a Contract that Supports All of Us

Our bargaining team is making progress with management in negotiations, but we are still far apart in certain areas. Willapa is facing challenges, especially staff vacancies, and it will take more investing in hiring, wages, and benefits to make sure we can fill those positions and do our jobs effectively.

We need to see meaningful improvements in fairness, compensation and daily workplace practices and our contract proposals address these issues. By staying committed to making contract improvements, our bargaining process is seeing results with many issues being partially or even fully addressed. Some of our highest priority issues, however, are still not resolved.

Our Bargaining Proposals	Hospital Response
✓ Commitment to consistent scheduling	X Rejected
✓ Wage equity for new hire and long-term staff	X Rejected
✓ Pay increases that keep up with inflation and help recruit and retain staff	X Small wage increases that do not keep up with rising costs
✓ Recognize Federal Holidays (Add MLK and Indigenous People’s Day)	X Rejected

“We live, work, and know the needs of the community. If you have employees who cannot make it to work because they cannot afford the gas to get there, that’s not going to get fixed with the wage proposals we are seeing from Willapa. We are making progress but are far apart on several issues, including finances, fairness, and basic scheduling. Our goal is to get a contract that will make us competitive and support everyone.”

-Cassie McAuley, Lab



“I must sometimes decide between gas, groceries, or bills. It feels like each week something has to give.” – Kim Fleury, Pharmacy

Did you know...

3rd consecutive weekend waivers are optional and can be withdrawn. We have the right to mutually waive overtime pay for working a third consecutive weekend, and if you signed a waiver indicating you would do so and wish to withdraw this waiver, you are allowed to do so. Contact your manager and shop steward with any questions or concerns about this process.

Union Rights: All union members, including new hires, have the right to representation and access to a representative for help starts on Day 1.

Next negotiations: November 20th

You can reach your union representative, Jesse Holtzinger-Cruz directly by phone (206) 750-5056 or email (jesse@opeiu8.org)



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ www.opeiu8.org

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liuna#242/afl-cio