Inequity At WVMC

Over the past year, our nurses have been asked to work short staffed, reuse PPE, pick up countless extra shifts, and risk exposure to a deadly virus.

In appreciation for those efforts, the hospital gave all employees EXCEPT nurses a 2 percent wage increase last fall.

Despite that offensive message, we have continued to work tirelessly for our patients and community. We are all exhausted and burned out. WVMC continues to delay giving us a fair contract, and sites revenue as part of their issue. Meanwhile, managers were just given a 10 percent bonus for their time spent in the office and in meetings. This is reflective of how they value their nurses. While our CEO and management send out emails thanking us for all we do, their actions speak much louder than their words.

We need to stand together and refuse to continue being unappreciated.

A Failure to Lead

WVMC nurses put their health and safety and that of the community at risk each day, while the hospital executives continue to keep their heads in the sand and refuse to address issues that create safer working conditions.

This week we saw the employer make proposals to end the practice of providing overtime incentives during holidays and change the current practice of providing one and a one-half (1 1/2) incentive bonuses. If you miss a shift during your work week you will no longer be eligible to receive either of these incentives.

Their wage proposal leaves you five to ten thousand dollars below other comparable hospitals. This will only make it more difficult to encourage nurses to work more hours during difficult times.

On Monday, May 31, we saw absolutely no progress and while pressure put on nurses at work to take unsafe assignments because “we just don’t have the staff.”

The hospital made reference to the “crisis” today. But the crisis was that we have almost no nurses left to care for patients and the other local hospitals are full so they couldn’t transfer patients out.

That is a self-made crisis. We have plenty of open beds, we just don’t have nurses to staff them because the working conditions are so poor! Let’s be candid, the staffing problem exists because they created this situation.

They could address the pay today, but they won’t. They could hire more staff, but they won’t. They call us heroes publicly, but they actually disrespect the care nurses provide by not agreeing to basic patient safety improvements. These problems are not the result of COVID and this rationale got thin a long time ago.
Failure to Lead (from page 1)

We appreciate the support and many of you have said to us that the rally was simply not a strong enough action to catch management’s attention. We hear you and the bargaining committee is meeting with the CAT to consider our next steps. You will hear more in the coming few weeks.

Thank you to all of you for your support!

Stand Up for Nurses At Unity Center!

Join the nurses of Legacy’s Unity Center for Behavioral Health for an informational picket on June 16 from 3-7 p.m. It’s been two, long years since your colleagues at Unity Center voted to form a union to ensure safe staffing, respect for nurse voices and reasonable shift and scheduling practices. They are still trying to win a first contract.

It’s as important now as it ever was that we have highly trained, experienced nurses treating people experiencing mental health crises. Despite dozens of negotiation sessions, Legacy Health refuses to value the voice of these frontline staff and continues to employ numerous stall tactics in hopes nurses back down.

Unity nurses call on all RNs and community supporters to join the picket line, for a few minutes or a few hours. You can make a difference for nurses and patients! We will be following the CDC’s COVID-19 safety guidelines.

RSVP on the FB event page and share it with others: https://fb.me/e/3yiLykvck.

Status of Proposals

Your ONA bargaining team met with management for several sessions recently. These are the proposals that were discussed for the dates of May 13, May 25, May 26 and June 1, 2021:

TA REACHED:

- Non-Discrimination

WVMC Management Presented:

- Grievance Procedure
- Per Diem Pay
- Transitional Work Program
- Leaves of Absence
- No Pyramiding

WVMC/ONA Presented:

- Overtime
- Extra Shift Incentive
- Staffing Committee
- No Strike
- Shift Differential