



Voices United for Power

OUR UNION DIFFERENCE



SEIUHealthcare.
United for Quality Care

**Valley
Medical Center**

We're united to move Valley forward: We're winning for ourselves, our patients and families

Because we are united in our union, we have strength together that has made it possible for us to win improvements that move our standards and our hospital forward.

With all of us standing together, we make real change for our hospital, our families, and our patients.

As a united voice we advocate for improved wages, respect for our time off, affordable healthcare, secure retirement, safer staffing, and ultimately, better patient care. When our standards are under attack, we stand together to protect what our families and communities need.

United, we won a training fund to advance our careers

We fought together for and helped form our union's training fund, which hundreds of us use each year to go to school to further our healthcare careers. With this resource, we've improved patient care as well as our careers by having access to tuition assistance, degree program funding, tutoring, computers, ESL classes, and more.

When the hospital wouldn't commit to continuing this program in 2015 we spoke out and moved the hospital to do what was right for our workforce and for patient care. We stood together in taking our message to the Board of Trustees and even the Board of Directors for UW Medicine with our colleagues at other UW hospitals to protect this benefit for our future.

Investments in us are investments in patient care, and our hospital benefits from experienced healthcare workers who have worked in our facility.



"I am a proud member of SEIU Healthcare 1199NW. So much is possible because we have a strong union. When I came to Valley from a non-union facility, I immediately noticed a significant increase in my wages. I have access to

affordable healthcare for myself and my family. Additionally, I have utilized our Training and Education Fund to finish my BSN and will be using it again to pursue my Master's Degree. The Training Fund is helping me achieve my educational dreams! Beyond the excellent benefits we have, our union means so much more—it means that frontline staff has a voice in our workplace and the ability to advocate for our patients."

Jatinder Kaur, RN, 3N/CCU

Taking action together for affordable benefits that keep our families healthy

When the hospital called for cuts to our healthcare benefits, our strength together made it possible for us to maintain the best plan of anyone in the hospital. We provide care to our community, we need to be able to care for our families as well. We heard their intention to make cuts, we fought back, and together we won.

Together hundreds of us picketed outside the hospital, shared our stories with the community, and ultimately moved management to work with us now and in the future. We've been able to continue to have one of the most affordable and high quality healthcare plans in the region because of the voice we have to shape not just our plan cost but also our wellness plan that will help control costs in the future and keep our families healthy. The Health Benefit Committee we won as part of this fight guarantees that in the future we will continue to have a voice in ensuring that our healthcare stays affordable and in advocating for improvements.



"My previous employer was a small, private nursing company that provided zero benefits and dismal wages. These were challenging and stressful circumstances. However, we're a strong union here and it was immediately evident when I

began working at Valley. Fair wages, comprehensive benefits, and pay differentials have made me feel valued and respected as an employee. It is crucial that we stand together to maintain our strong union!"

Sarah Robinson, RN NICU

Supporting our hospital through the public district levy

As united healthcare workers our patient advocacy comes in many forms—we work to improve standards in our hospital and also in our community. When our hospital needed additional funding to continue its work, we partnered with management to pass the property tax levy that continues to support the hospital today. Without it, our hospital faced an uncertain future that puts our quality of patient care at risk for our community.

Together we made thousands of phone calls into our communities and talked to our neighbors and friends about supporting our hospital and the care we provide. We made the difference! Because of our work the levy passed and our hospital continued to grow and expand to care for even more of our neighbors. When it matters the most for our patients and future of our hospital, our commitment to standing together as a union shows up to do what’s needed.



Advocating for patients through our work

Together in our union we’ve been able to demand the respect our professions and work deserve through the creation of our Staffing and Labor-Management Committees where we have co-worker representatives who bring our perspective and collective knowledge to the table to make decisions that work for patients and us. Having a voice on these committees is critical for our patients-- we’re the experts in what our patients need day-to-day at every step of their time in the hospital because we’re the ones on the frontlines of care each day.

In 2011 we bargained a staffing demonstration project that looked at the effect of staffing determined by frontline caregivers. This study, the first of its kind, brought researchers, our co-workers, and management together in steering its implementation and outcomes. From this frontline staff developed a more user-friendly acuity tool and we’re continuing to have a voice at the table in our committees to strengthen our advocacy for our patients. Together, our union power improves our hospitals’ care and the future of the industry.



“To me, the union means unity. It means sticking together to stand up for what’s right for ourselves, our patients, and our community. Without our union, we would have no job security and no ability to bargain for wages, healthcare, the Training Fund, or any of our working conditions. We all have a responsibility to play a role in making our union strong—it’s up to us, the employees at Valley Medical Center, to fight for what we and our patients need.”

Wanda Gardner, PCA Float Pool