



Our contract needs to support us, our work, and our families in all situations

In order to provide the best patient care possible, we need to have our needs met. Our bargaining priorities reflect that and our team gave management proposals that help meet the goal of all of us having what we need to make sure all of us are thriving by

- Ensuring we can get the care we need without the cost hurting our lives and families
 - Bans Valley from sending employees to collections for medical debt incurred at our hospital or clinics
 - Requires the creation of payment plans for anyone currently in collections so that we can pay in a way our families can sustain and have any collections claims from Valley removed from our credit reports
 - Ensures we all get information about all financial assistance programs so that we know all of our options and can find out what we qualify for
- Protecting our wages and vacation hours from mandatory low census so that we can spend our hard earned time and money with our families
 - Increases the NRD hours available to RNs so that we're able to cover more shifts later into the year
 - Creates access to a low census fund LPNs and all Service jobs so that all of us can count on fulfilling our FTE
- Prioritizing our safety and ability to get to work and give care during dangerous weather and natural disasters
 - Ensures central communication so that we don't have confusing or contradictory information
- Removes penalties if we aren't able to make it to work so that we don't have to choose between our safety and paying our bills or being disciplined

Management's proposals do not match our priorities that we know are the best for all of us and our co-workers and don't address our main needs and concerns. Their initial proposals focused on

- Significantly decreasing the wages for our per diem co-workers
- Capping our catastrophic sick time accrual at 240 hours
- Rolling back our standards so that written warnings follow us for two years instead of coming out of our files after one

It will take all of us speaking up together to get a contract that focuses on meeting our needs and priorities instead of creating more barriers for us. Talk to your bargaining team member about what we're all doing together right now to make sure we get the contract we need.



"Our per diem staff are talented, skillful, hardworking, and dedicated people. Management's proposal to reduce their premium from 15% to 10%, increase their minimum shift requirement from 3 to 4, and mandate they fill in only for open, unfilled shifts is discouraging, out of touch, disrespectful, and shows a lack of appreciation for what the per diem staff bring to this organization." **Caesar Tuguinay, RN, Float Pool**



"Medical bills, especially being sent to collections, can create a lasting impact on people and their families. I can imagine than any of my co-workers going through that have a huge stressor put on their life. We are Valley employees; we provide services here, we utilize services here, and Valley should not be placing that huge burden on our co-workers." **Cori Lucas, RN, CCU/ED Float Pool**



"I have had co-workers who have had to cancel vacations because they don't have enough hours or money due to being mandatorily low censused. In the past, I was getting mandatorily low censused once a month or more- when this happens every single paycheck you can't afford it. You have to look where to cut expenses and have to make hard choices. You should be able to know that your paycheck is going to be and base your budget around that." **Mandy Becker, PCA, 7S**

Follow us and be part of the conversation
@SEIUHealthcare1199NW
seiu1199nw.org

