

# Management’s Proposals Don’t Foster Better Patient Care or Livelihoods

All of us have had a part in identifying and shaping the priorities for our bargaining. Based on the needs identified in our bargaining surveys, our bargaining team brought proposals to address our quality of life and our ability to do our jobs. Management has made it clear they have very different priorities. Their proposals value keeping the bottom line at the top of the to do list and increasing their control of our schedules instead of including the assurances our patients and families need for us to be successful.

Instead of coming to the table to listen to our issues and solutions as bedside care experts, management came with the intent to roll back our contract standards even further. We need hospital leadership to value the work that we do, our expertise, and the vital role we play in our community’s health instead of trying to solve their budget issues by taking away from our families and patients. Talk to your bargaining team member about our next steps as a group.

	Our proposals	Management’s Proposals
Training Fund so we can advance our careers and give quality care	Increase VMC’s contribution to the Training Fund so more of us can go back to school Valley commits to being in the Training Fund for the next 4 years	Valley can <b>leave the Training Fund</b> at any time if another employer does.
Wages that keep up with the cost of living	Year 1: 5.5% increase Year 2: 5.5% increase Year 3: 5.5% increase Year 4: 5.5% increase	Year 1: 1% increase Year 2: 1% increase Year 3: 1% increase
Staffing for quality patient care	Create staffing standards management has to maintain	<u>No.</u>
	Commitment to schedule elective procedures in the OR within the established time blocks and to bring staff together to solve staffing issues in advance	<u>No.</u>
Premiums that recognize our work	Increasing call pay to WA minimum wage	<u>No.</u>
	Strengthen extra shift premium pay so all jobs and units can use it so we’re all treated equally and have the staff we need to give patient care	<ul style="list-style-type: none"> <li>• Eliminate double time</li> <li>• Make extra shift premium pay only at management’s discretion.</li> </ul>
	Recognize BSN and MSN as eligible for Certification Pay	<u>No.</u>
	Raise up Per Diems/On Call employees in Service jobs to receive the same 15% premium as RNs	<ul style="list-style-type: none"> <li>• No Service Per Diem/On Call premium</li> <li>• CUT the pay of Per Diem RNs to a 12% premium</li> </ul>
Low census protection	<ul style="list-style-type: none"> <li>• Increase NRD hours from 3600 to 4800</li> <li>• Create Service Low Census Fund with 2400 hours</li> </ul>	<ul style="list-style-type: none"> <li>• No increase to NRD hours</li> <li>• No Service Low Census Fund</li> </ul>



“Management rejected our proposal for safe staffing and scheduling in the operating rooms. Our ask is simple: give us enough staff to provide care for our patients scheduled for surgery and require surgeons to book their cases within their block times and be proactive when we know there will be a shortage. Instead, management is proposing to eliminate double time extra shift pay, which we rely on in the operating rooms because we are consistently understaffed. It doesn’t make sense. Our staff are already burned out and without extra shift pay, we won’t be able to get enough coverage to safely care for our patients who need surgery.”

**Kelci Berto, RN, Surgery**



“Management gave us their economic package and it was far below what we need. They want to finish bargaining on time but their words don’t line up with their actions or proposals. We will continue to bargain as long as it takes to get a fair contract and what is right for our patients and our co-workers.”

**Chris Lopez, RN, 3E**



“I’ve been using the Training Fund since 2015. I started going to school to improve my financial status and better provide for my kids. The Training Fund has allowed me to go to two classes per quarter and afford books. All of us who use the Training Fund, we’re trying to better our careers and care. I wouldn’t be able to afford to go to school without it. Management wanting to be able to leave the Training Fund puts our futures at risk.”

**Mandy Becker, PCA, 7S**



“Wages were identified as the most important issue to all us on our bargaining surveys. Cost of living expenses are always on the rise. We need wages that keep up with basic living expenses such as housing, food, taxes, and healthcare. We need to stand together to push management for the wages that keep us in our homes and jobs here at Valley.”

**Shannea Zaler, Imaging Assistant, Central Transport**