



Flat-out Rejection is Not Negotiation. We will Continue to Push Back!

Our bargaining team confronted Valley management at the bargaining table last week. We will not stand for a NO response as a counterproposal from them. We have invested many hours and a great deal of energy in our proposals. We have laid out our immediate and long-term needs with thoughtfulness and care, and Valley management's response of a flat NO shows no consideration or effort to work collaboratively with us.

Our priorities continue to be:

- Organizational Equity and Inclusion
- Guaranteed staffing to ensure safe patient care everyday
- Wages to ensure sustainability and retention
- Maintaining a voice in decision making

Let's show management that we are united behind our bargaining team and they have our full support. We expect good-faith, respectful negotiation, and we will continue to seek accountability and fairness.



"Our voice at the bargaining table is actually 1800 of us at Valley Medical Center. We told management that we are sharing everything with

our coworkers and we will stand strong together to get what we deserve. We work hard every day to provide safe care to our patients and get home safe to our families. Today we told management we will not agree to proposals that don't speak to that fact."

Chris Lopez, RN, 3E

A Place We All Belong

We're united for a Valley Medical Center where we all feel like we belong and are accepted as valuable and important members of our community. No matter our differences, most of us want the same things. We want to be able to provide for our families, have security through the hard times, and be the best we can be in every patient interaction.

Whether we are white, Black, or brown, we all deserve to be treated the same at work. Some of us who are people of color are treated differently, supervised more closely, given less opportunity than others or made to feel like we don't belong.

What this hides from us is how much we have in common and that these differences are used as a way to divide us against each other. We should all feel like we can bring our full selves into our workplace in order to give high quality patient care. That's why we are proposing a true organizational culture change for Valley Medical Center and to enter into a new relationship with management to work towards challenging the systems of oppression that make some of us at Valley feel like we don't belong.

We need a workplace that respects and values all of us. When some of us are treated differently based on the color of our skin, our gender, our sexual orientation, or other identities we hold, it impacts us, our patients, and perpetuates systemic discrimination. This is all of our struggle and in order for us to win on issues like safe staffing or higher wages, we have to stand together across the differences that are usually used to divide us against each other. It is time for all of us to take an active role to ensure we address systemic oppressions that exist both within and outside of Valley.



"My co-workers and I are experiencing harassment and discrimination here at Valley every day. These situations are not being addressed or resolved. Working at Valley, I see my co-workers of color being passed up on advancement opportunities, being assigned the worst or hardest assignments or schedules, and in the overall way we are treated. I want to see accountability and a transparent process in all matters of discrimination and harassment."

Mabellyn Valera, Lab Assistant, Pathology

Our proposal for Organizational Equity and Inclusion:

1. Creates an Organizational Equity and Inclusion Joint Labor Management Committee.
 - Seeks a partnership, not an adversarial relationship, in addressing concerns of racism, discrimination, bias, and harassment.
 - Made up of an equal number of top leadership in both organizations.
 - Joint and separate workshops to create a shared analysis and work plan on racial justice and the experiences of People of Color.
2. Creates a shared work plan.
3. Commits to data analysis to inform our shared work in understanding the impacts of racism, discrimination, bias, and harassment.
4. Prohibits sexual harassment and includes an annual sexual harassment prevention and response training for all managers and union-members paid for by Valley Medical Center.
5. Protects our co-workers from having to provide their citizenship information repeatedly or have it unnecessarily scrutinized.
6. Accommodates religious practices by requiring Valley Medical Center to provide scheduled breaks in accordance with an employee's prayer schedule, including access to a comfortable, private location for prayer.
7. Guarantees access to all-gender bathrooms at all work locations and publicize the locations in breakrooms and online.





“We gave management a proposal on staffing, certification training, and assigned areas for EVS. Management has given us nothing back but NO. Management added that our contract has no place for those issues and to bring them to our Service Labor Management Committee. We have tried to address our concerns through the Service Labor Management

committee for years but a committee without authority to make changes, accountability, and recognition of the issues we can’t get anywhere. We need a commitment from management saying they are willing to work with us, not against us.”

MaryAnn Gibbs, Housekeeper, Environmental Services



“We here at Valley Medical Center stand with others in denouncing racism, harassment, and exclusion in the work environment. Taking a ‘stand’ is simply not enough. We need an Organization Equity and Inclusion culture where everyone is treated with respect, dignity, and equity. We need Valley Medical Center management to have greater

accountability and to support a culture change. As an SEIU Helathcare 1199NW delegate and leader, I urge management and my co-workers to embrace all of the components of our Organizational Equity and Inclusion proposal.”

Wanda Ryan, RN, Case Management



“Needs in a clinic are different than needs in the hospital so having our own clinic network committee would help us to work together in making solutions to clinic specific issues. Tackling issues, like filling last minute sick calls with a float pool or workflow processes and discussing it across clinics, shows that we can share our expertise and come up with

clever and innovative ways to do things more efficiently.”

Melissa Hawkins, MA, Covington



“My colleagues and I are disappointed that management is unwilling to discuss our staffing issues at the bargaining table. We know what we need for patient care. Management said they expect to pay out 2.6 million in extra shift pay, but if we were staffed appropriately, that money could go to other priorities. Working under staffed and picking up

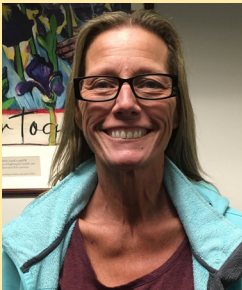
extra hours is burning us out, and with management’s proposal to cut the per diem benefits, we may not be able to rely on them either.

Kelci Berto, RN, Surgery



“We all want to come to work to care for our patients without the worry of harassment and racism. Having Organizational Equity and Inclusion in our contract would ensure a clear path and transparent process for any claims our co-workers bring forward. We want to work together with management to make a solution to this systemic issue.”

Stacey Wilson, RN, Correctional Medicine



“We need wages that keep up with the rising cost of living and represent the respect we’ve earned. I enjoy working at Valley Medical Center but I need to pay my rent. 1% over 3 years will not even cover the annual increase. These proposals feel like a punishment to my family but we aren’t going to give in to their tactics. We need to

stand strong together ‘till the end!”

Deena Padget, Sterile Processing Tech, Sterile Processing



“I have had firsthand experience of being bullied and harassed in the workplace as a white woman. Management and HR were aware of this lateral work violence that I was experiencing and seemingly made no effort to fix the issue. This isn’t a single, unrelated incident — things like this happen often at Valley. My issue wasn’t handled with

transparency. Our proposal for Organizational Equity and Inclusion will allow us to have a collaborative process in addressing harassment and discrimination.”

Cori Lucas, RN, ED/CCU, Float Pool



“Management says that our proposals are out of character and have no place in the contract. We bring new items to the table to make sure that Valley is held accountable for the problems at hand. ‘No’ is not a solution. On Monday night, my wife, a nurse on 6S, was assaulted by a patient. Over-assigning patients to staff places us at more risk for these

situations.”

Bill Saunders, RN, Endoscopy



SEIU Healthcare
United for Quality Care