



## Our Retirement Is Essential: VMC Cuts to Our Retirement Are Wrong for Our Hospital

Our futures are just as essential as our work is day to day. If Valley really wants to recognize the critical role that we play in the hospital's success and the contributions we're making to help our community through the pandemic, then the VMC administration should not be cutting the retirement contributions that they've agreed to in our contracts. It is wrong for them to try to solve the hospital's financial issues by cutting our retirement and ultimately, cutting our pay.

By suspending VMC's contributions to our retirement accounts, they are essentially enacting a temporary pay cut of **between 2% and 7%** on what we've earned through our work and dedication to this hospital. This will put our futures and our families at risk during a time when we need certainty and VMC needs us more than ever. This is not how a community hospital should be treating its essential frontline staff. It puts our hospital's future at risk by alienating and potentially losing staff at a critical time. Without our work, this hospital cannot function.

That's why we're coming together to take action and show VMC management that not only will we not stand for these cuts, but we will stand united with each other and with our community to fight back against cuts that endanger our families' and our community's future.

### The real effects of management's retirement cut:



**1.0 FTE EVS worker, Step 10:**

**Hourly Rate:** \$23.59

**Money Lost/hour due to Retirement Cut:** Approx. \$1.18 – \$1.65

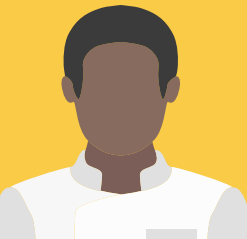
**Total Lost by December 31, 2020:** Approx. \$1,022 – \$1,430

**0.6 FTE RN, Step 19:**

**Hourly Rate:** \$49.20

**Money Lost/hour due to Retirement Cut:** Approx. \$2.46- \$3.98

**Total Lost by December 31, 2020:** Approx. \$1,479- \$2,070



**0.9 PCA, Step 19:**

**Hourly Rate:** \$29.83

**Money Lost/hour due to Retirement Cut:** Approx. \$1.49- 2.09

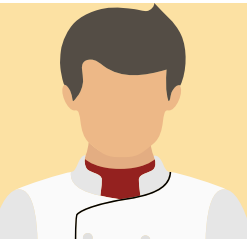
**Total Lost by December 31, 2020:** Approx. \$1,163- \$1,628

**0.9 FTE RN, Step 10:**

**Hourly Rate:** \$49.20

**Money Lost/hour due to Retirement Cut:** Approx. \$2.46- \$3.44

**Total Lost by December 31, 2020:** Approx. \$1,918- \$2,686



**1.0 FTE Café Worker, Step 11:**

**Hourly Rate:** \$22.18

**Money Lost/hour due to Retirement Cut:** Approx. \$1.11- \$1.55

**Total Lost by December 31, 2020:** Approx. \$961 - \$1,345

**1.0 FTE MA, Step 10:**

**Hourly Rate:** \$29.42

**Money Lost/hour due to Retirement Cut:** Approx. \$1.42- \$1.99

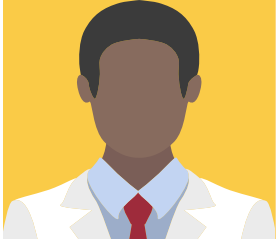
**Total Lost by December 31, 2020:** Approx. \$1,231 - \$1,724





**FTE Surg Tech Cert, Step 16:**  
**Hourly Rate:** \$34.43  
**Money Lost/hour due to Retirement Cut:** Approx. \$1.72- 2.41  
**Total Lost by December 31, 2020:** Approx. \$1,492 – 2,088

**0.9 FTE Rad Tech, Step 12:**  
**Hourly Rate:** \$36.46  
**Money Lost/hour due to Retirement Cut:** Approx. \$1.82 - \$2.55  
**Total Lost by December 31, 2020:** Approx. \$1,422- \$1,990



**1.0 FTE Retail Pharmacist, Step 15:**  
**Hourly Rate:** \$67.58  
**Money Lost/hour due to Retirement Cut:** Approx. \$3.38 - \$4.73  
**Total Lost by December 31, 2020:** Approx. \$2,928 - \$4,099

**1.0 FTE Respiratory Therapist I, Step 14:**  
**Hourly Rate:** \$36.11  
**Money Lost/hour due to Retirement Cut:** Approx. \$1.81- \$2.53  
**Total Lost by December 31, 2020:** Approx. \$1,564 - \$2,190



**1.0 FTE Clinical Pharmacist, Step 10:**  
**Hourly Rate:** \$69.53  
**Money Lost/hour due to Retirement Cut:** Approx. \$3.48 - \$4.87  
**Total Lost by December 31, 2020:** Approx. \$3,012 - \$4,217



“I never thought our management would stoop so low as to try and take our retirement plan. I don’t understand why they would decide they need to do this for five months. It’s leaving me shaking my head.”  
**Ayelech Abera, Housekeeper, EVS**



“Management’s decision to directly violate our contract by eliminating our retirement benefits, even if it’s temporary, is unacceptable. In the midst of a global pandemic, our frontline essential employees should not be the ones to bear the burden!”  
**Kelci Berto, RN, OR**



“During this unprecedented moment in our lifetime, we have fought and have shown up to every new challenge of this new normal. Taking away our retirement benefits is not an acceptable reward. I stand firmly with my colleagues across the hospital and clinics—our future is just as essential as our work!”  
**Morine Kahlon, Lab Assistant, Microbiology**



“We’re all the ones they need most, taking care of patients at the bedside and risking exposure to COVID during this pandemic. Many of us have been going above and beyond to pitch in during this crisis and putting ourselves at risk, and VMC has been relying on that. Now, after all of that, VMC decides to unilaterally cut our contractual retirement benefit? We can’t accept that—it’s time for us to stand together to say NO and show our hospital management and community we’re united.”  
**Chris Lopez, RN, 2W/3E**



“I support standing with my co-workers in SEIU 1199NW because we all deserve to have our retirement benefits. We’ve worked hard for our community and our community has been here for us during this crisis. Valley needs to understand that to take away what we’ve all worked so hard for isn’t right or just.” **Betty Ann Reid, Ultrasound Tech, Breast Center**



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