



We're Standing Together to Demand Respect

Throughout the pandemic our goal has been to make sure that we as a group of frontline caregivers have a voice in the direction of our hospital and our work during this challenging time. We've all done our part to make sure patients receive the care they need, that our coworkers have PPE to keep themselves and others safe, and to problem-solve together to ensure our hospital is successful. That's why it's confusing and unacceptable that management decided to make unilateral cuts to our retirement in a move that we believe violates our contract and disrespects the dedication and effort we all put into patient care every day.

We all know that the pandemic has impacted healthcare systems' finances, but the hospital needs to stop using cuts to frontline staff to solve their financial issues. Over the past several years we've seen repeatedly that when the hospital runs into financial difficulty, the Administration implements takeaways to our benefits, pay, and staffing while protecting Administration's own incentive and bonus pay (what management refers to as their "at risk" pay).

A Pattern of Takeaways for Us, Bonus Pay for Administration

According to public records, the year management cut our pension plan and contributions in half, the top paid Administrators still took home hundreds of thousands of dollars in "at risk" pay (what we commonly hear talked about as bonuses and incentives), which we know from conversations with management is partially based on meeting financial and budgetary goals. Two years ago when the "Perfect Storm" happened and management decreased staffing, cut the break nurse program, and eliminated frontline FTEs, the top-paid Administrators again received hundreds of thousands of dollars in "at risk" pay while frontline staff were asked to do more with less. Every year from 2012 through 2018 (the last year for which information is available), Administration has received hundreds of thousands of dollars in "at risk" pay.

The hospital appears to be prioritizing credit scores and financial benchmarks over recruiting and retaining the people patients need most to get safe care: us. That's why as frontline caregivers we're continuing to push for our union rights to be respected and for a seat at the table in decision-making until management restores our retirement as they should. We've shown repeatedly that as a group we're willing to work together to address problems, including this one

CMS awarded VMC a loan of approximately \$64 million that the hospital is not currently using

We're Demanding Action and Accountability

While we're taking action together as a group, pursuing legal avenues, and talking with our communities and community decision makers about how they can support us, we also put forward to management what they should do moving forward:

- Reinstatement of the employer retirement contributions immediately and deposit any missed contributions into people's retirement accounts.
- Administration commits to extending the cut to their pay to include their "at risk" pay—what we commonly know as incentives and bonuses-- as well.
- Offer voluntary furloughs to everyone throughout the hospital for those of us who would want to take unpaid time off (anyone on voluntary furlough could apply for and receive unemployment).
- Offer a voluntary retirement package for those of us with longevity at the hospital who are close to retirement.
- Use the CMS loan money they have available to make up the difference between how much our retirement plan costs and how much these other measures would save.

If VMC decision makers can't be counted on to make the choices we know are best for our hospital and patients, then we will continue to take action as a group and explore all ways to hold them accountable.

Our Message Is In the Community

As part of our work to hold management accountable to our contract standards and that management restores our retirement benefits, we've been reaching out to our community to share our message.

- Community members, friends, family members, and community leaders have been signing on to our online petition to tell management they need to restore our retirement. **Folks can find it on our campaign website at retirementisessential.org**
- Our mobile billboard with the website for our community petition has been driving around our communities, hospital, and clinics. →
- Radio ads have been playing across southern King County, calling on management to restore our retirement. Visit our campaign website and scroll down to listen to the ads.
- Community members have been calling into Rich Roodman to urge him to reverse the decision to cut our retirement.
- We've been meeting with legislators from the surrounding districts to talk about what's happening and how they can support healthcare workers so we can continue to care for our community.



"It's unconscionable that Valley's management thinks it's right to take away from our retirement. Despite the financial hit from COVID, management admits the hospital has almost three months' worth of operating costs in the bank, and now the hospital and clinics are back to being

busy as ever. I refuse to take these cuts without fighting back, and I believe that if all of us who make Valley run stand together, we will win our retirement back."

Ryan Talen, RN, 3N



"Valley should offer another early retirement package so myself and others could pass on the torch to our other coworkers and be able to put our families and health first."

Linda York, Rad Tech, Clinical Imaging



"Administration has access to a \$64 million loan, but they would rather take an interest-free loan from their employees' retirement contributions to line Valley's savings account. They are directly undermining our contract. This is how they choose to thank their frontline

caregivers in the midst of a pandemic? I don't know anyone who feels appreciated for putting their life on the line when management is doing this." **Kelci Berto, RN, OR**

Did You Know?

Overtime Protections and Meal and Rest Breaks are Now the Law!

Thanks to our action and the unity we built in our workplaces and in Olympia, breaks are mandatory and we now have the choice whether or not to work overtime!

Meals and breaks: If we work over five hours, we get a 30-minute meal period, and if we are required to remain on the premises, meal periods must be paid. We must receive our full break time even if it's interrupted by an emergency, and for each four-hour period we work, we get a rest break of 15 minutes.

Overtime: If we accept overtime and work more than 12 hours, we **must** be given the option of at least 8 hours of uninterrupted time off following that overtime shift. Employers must make a reasonable effort to avoid overtime, and scheduled call **cannot** be used to replace overtime.

Contact your delegate or organizer to learn more!