

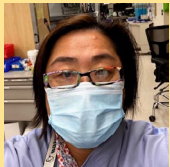


When We Unite Together, We Raise Standards for Ourselves and Our Patients

We reached a universal agreement that helps ensure safe care during the pandemic

With the winter COVID-19 surge beginning to affect our hospital, we've come together to renew our COVID-19 MOU to create more transparency and accountability from the hospital. Our union team met with Valley Medical Center administrators to bargain our Memorandum of Understanding in support of VMC's COVID-19 emergency response, and we are proud to report that after negotiations, our team came to an agreement with the hospital rooted in our mutual interest to protect the health and safety of staff, patients and our community.

The agreement applies to our RN, Service, LPN and Case Management (Social Workers), Pro-Tech, and Pharmacy bargaining units to address floating and reassignment, vacation time and low census, among other topics. We agreed to review the provisions of this agreement no later than January 14, 2021, and we may bargain updates at that time.



"As another wave of COVID-19 unfolds, we needed to negotiate this MOU to secure our safety at work, our jobs and an agreement for \$7.50/hour due to changes of starting shift hours for Pro Tech and Pharmacy staff." **Julie Truong, MLT, Lab**

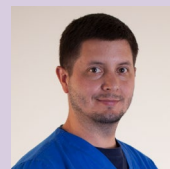
Our COVID-19 Agreement: Key Provisions

- **Floating and reassignment:** If it's necessary to float someone to another unit, VMC will seek volunteers first before resorting to mandatory assignments, will maintain a floating labor pool database, and will make a good faith effort to avoid floating to multiple units in a shift. If we are floated or reassigned, we will receive premium pay consistent with the clinical groupings in the RN contract. RNs will continue to receive \$2.50/hour, Service and Pro-Tech and Pharmacist workers will receive \$2.00/hour.
- **Floating to another location:** If we are reassigned to a different location that is more than 5 miles from our usual work location, we will receive \$1.50/hour premium. Pro-Tech and Pharmacist workers will receive \$2.00/hour for this.
- **Vacation:** If it's necessary for our coworkers in a department to cancel their previously approved vacation, VMC will first seek volunteers to cancel scheduled vacation time. If we volunteer to rescind our vacation in units where there is a need to cancel vacation time, or if our approved vacation is rescinded by management, we will receive 1.5 hours credited to our vacation bank for every hour rescinded.
- **Future vacation access:** VMC will work with us to create a plan for more people to have access to time off in 2021, prioritizing the areas that have seen vacation denials and cancellations this year.
- **Paid quarantine time and accommodations:** VMC will continue to pay quarantine time if we test positive for COVID through employee health and have to miss work because of it.
- **Low census:** If our unit sees patient reductions due to COVID-19, we may be reassigned. If we are not reassigned, or if the reassignment does not fulfill our FTE, we may be placed in low census status and maintain our healthcare benefits and access to accrued leave. Low census will continue to prioritize voluntary low census before making low census mandatory.
- **Alternate shifts:** If we agree to change our start or stop shift time by 2 hours or more, or agree to work weekends when we normally work Monday through Friday, we will receive an additional premium in addition to any shift differential or weekend premium.
 - **RN, Pro-Tech, Pharmacy:** \$7.50/hour
 - **Service, Case Management:** \$5/hour

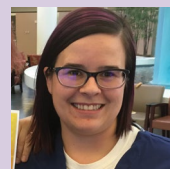
Our All Bargaining Unit Labor/Management Committee, which is comprised of Labor/Management Committee members from our different bargaining units, will be meeting with management to discuss issues related to the COVID surge as we move forward.

Read the full MOU at

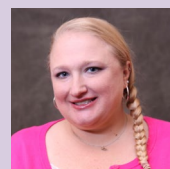
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"Our updated COVID-19 agreement with management addresses many of the issues we're currently facing and will continue to over the next weeks as COVID-19 patients continue to come in. Many of us are being asked to cancel vacations, switch shifts, work in different areas, and take other responsibilities, and our agreement helps us have transparency and incentives for that. We'll continue to hold management accountable to what we need and our patients need to give all of our patients safe care." **Chris Lopez, RN, 3E/2W**



"Our updated agreement is an example of our mutual goals with VMC administration for all frontline staff to have clear goals and expectations for caring for our community during this pandemic. Updates to our agreement include clarifying alternate shift differentials to include more shifts and adding a float differential to the Pro-Tech contract. With the intentional decrease in surgical volumes, it's important for our Surg Techs to now receive float pay to assist other departments like the RNs and Service workers do." **Kelci Berto, RN, OR**



"By renewing our COVID-19 MOU we have continued the protections we need right now. All of us need support to stay diligent and safe while we're at work." **Melissa Hawkins, MA, Covington**



1199NW Executive Vice President Jane Hopkins, RN, Appointed to President-Elect Joe Biden’s COVID-19 Advisory Board

The Transition COVID-19 Advisory Board is made up of a team of leading public health experts who are helping President-elect Joe Biden, Vice President-elect Kamala Harris, and the transition team prepare to implement a robust and aggressive response to contain the virus.

Jane Hopkins, who worked for over 20 years as a bedside nurse before becoming an elected officer of SEIU Healthcare 1199NW, will use her role to speak for all essential workers.



“The American people deserve an urgent, robust and professional response to the growing public health and economic crisis caused by the coronavirus outbreak. Healthcare workers, retail and service workers, and essential workers of all kinds have been vital to our country during the pandemic, and their perspective must be included in our work to beat this virus.”

Jane Hopkins, RN, Executive Vice President, SEIU Healthcare 1199NW

Member Survey: COVID-19 Winter Surge

Our union is working to ensure that employers apply all available measures to keep frontline caregivers safe as we face a new surge in COVID-19 cases, but we need your input.

We are launching a survey that will help shape our union’s priorities surrounding PPE, workplace safety, staffing, testing, ventilation and the COVID-19 vaccine, among other topics. Please take a moment to fill out this quick, 10-question survey today!

The deadline for submitting responses is Friday, Dec. 11 at noon.

The survey is available at 1199nw.org/winter-survey



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