



Because of Our Unity, We Have the Power to Win Key Standards, Protections and Improvements at VMC

Our work to protect our community and advocate for our patients has taken on a new meaning throughout the pandemic. With that, our unity and action have been critical throughout the year to win key standards and guarantees for all of us. It's been our strength together as a union that has made it possible.

Throughout the year we've been able to come together and win much needed improvements.

A few of our accomplishments from 2020:

- Won a COVID-19 agreement that creates more transparency in floating and re-assignment while also creating incentives to volunteer to change our schedules and lives when necessary for the hospital to have the resources needed to care for patients.
- Protected our healthcare from unaffordable increases in cost and created a plan that offers a pathway for us to have \$0 premium, \$0 deductible healthcare if we use VMC and take part in the wellness program.
- Won the largest raises Pharmacists and Pro-Tech workers have seen in years.
 - Pharmacists won **4.5%** in wage increases over the past 8 months
 - All Pro-Tech workers won **6%** in wage increases over the past 8 months with many getting additional adjustments
 - An additional **5%** for Scrub Techs, IR Techs, and Nuclear Med Techs
 - An additional **7%** for MRI Techs, MLTs, Med Techs, MLT Coordinators, and EP Techs
- Launched our All Bargaining Unit Labor/Management Committee to address common issues and discuss PPE, testing, and other COVID-related practices and advocate for what we need across the hospital.

We'll be continuing our work together to advocate for our patients and our families in 2021 through our collective actions.



"On this year only, we got 3% raise in April and 1.5% in October, and to close the year, an additional 10% for new MRI techs after negotiating a marketing adjustment that will be changed beginning of January, plus 1% in April 2021. It has been one of the largest raises, with support of our leaders and SEIU Healthcare 1199NW this was possible."
Jesse Martinez, MRI Tech



"Recently some of us received emails from [Opt Out Today.org](http://OptOutToday.org) telling us to drop our union dues. These emails came from the Freedom Foundation. The Koch Brothers that rake in millions a year from special interest groups are behind this. They want to try and take away our union, oppose pay raises for public employees, end all public employee pensions, and increase our monthly healthcare premium rates. They are not looking out for you or your co-workers' best interests here at Valley. Do not fall for their lies. If you continue to hear from them let us know."
Chris Lopez, RN, 3East General Medicine



"Our Healthcare Benefits LMC worked together to help maintain an affordable healthcare plan for next year. I have heard lots of positive feedback from members and staff about the new 'My Valley Plan' with \$0 deductible and the opportunity for \$0 premiums with our Stay Well Program. Check it out if you haven't already. We also have the My Health clinic that is located on campus, for our members' convenience."
Mary Ann Gibbs, EVS



"During this pandemic, our union came together to bargain a great MOU! It ensures that we are protected and able to continue to give our patients the best care possible. COVID hasn't been easy on any of us, but knowing we have an agreement with management in place, makes it easier to do our jobs."
Julie Wise, MA, Covington Primary Care

Save the Date!

Delegate + Leadership Assembly is Jan. 30

The coronavirus pandemic, racial justice uprisings, and major contract fights across our union have changed the way we think about our work, our communities and our lives. At *Transformation: For the Future and Care of Our Communities*, our annual Delegate and Leadership Assembly, we'll discuss what these changes mean for the future of our union and our collective fight for good jobs and quality care.

Schedule of events:

Jan. 29 th	5:30pm	Pre-Event w/ Union Executive Board: Racial justice movie and discussion
Jan. 30 th	9:00am - Noon	Main Event: Delegate + Leadership Assembly
Jan. 30 th	1:30pm - 3:45pm	Lobby Day
Jan. 31 st	1:00pm - 4:30pm	Workshops

Contact your delegate or organizer to learn more!

What are Training Fund Tuesdays?

Training Fund Tuesdays are virtual, informal info sessions with Education Navigators. Please join us for an upcoming session to learn how to access your Training Fund services and benefits as a member of SEIU Healthcare 1199NW at MultiCare!

Our Regional Education Navigator team will be available to share what you need to know about being eligible for **Tuition Assistance** and **other programs and services** that you may be eligible for at the Training Fund. We will be available to answer your questions, supporting your educational and career goals every step of the way!

Our unity and strength at the bargaining table moved MultiCare to join the Training Fund, which represents a life-changing opportunity for many of us to grow our skills, advance our careers and increase our income. Visit healthcareerfund.org/training-fund-tuesdays to register for the virtual information session that fits your schedule. And, if you need help registering, please call us at 425-255-0315. Language Interpretation services are available upon request.



The Freedom Foundation Could Be Dangerous to Our Health

Recently we've seen the Freedom Foundation send many of us flyers and notices attacking our unity as a group. What their flyers and emails don't tell us is that the Freedom Foundation has ulterior motives: to erode our ability as healthcare workers to organize for what we know is right.

The Freedom Foundation routinely advocates for policies that are wrong for us, our patients, and our families. Throughout the pandemic they have perpetuated misinformation that downplays the severity of COVID-19, opposed public health policies around masking that help contain the spread of the virus, and have sought to challenge other measures designed to ensure our hospitals are not overrun and we're able to do our jobs. Now they're also trying to erode our collective power as healthcare workers by attacking our unity and collective voice. But we know that no matter how many flyers or emails they send, we need to continue to stand together in our union for what our communities and families need to be safe.