

We Won!

New and Better Covid-19 MOU with Improvements on Paid Administrative Leave

After months of negotiations, actions and displays of unity amidst the struggles we faced as healthcare workers due to the pandemic, we are excited to announce that we have finalized negotiations to update our COVID-19 MOU! The MOU bargaining team, comprised of our coworkers representing different units in the hospital, brought to VMC administration all our concerns regarding CA COVID-19 and related issues that we have dealt with for more than a year. With this new agreement, we won guarantees and stronger language that protects us until Gov. Jay Inslee declares that the COVID-19 emergency is over.

Improvements under our new MOU

- 01.** The COVID-19 MOU is effective until the State of Emergency for COVID-19 has been deactivated by Washington State.
- 02.** Vacation: They will first seek volunteers to cancel scheduled vacations before rescinding scheduled vacations only for COVID-19 patient census and not for staffing shortages.
- 03.** Paid Administrative Leave (PAL): VMC will continue to maintain the house-wide policy and procedure regarding employee notification to Employee Health Services (EHS) of COVID-19 symptoms, household exposures, employee testing and administration of PAL.
- 04.** The location we are tested will not factor into their eligibility for Paid Administrative Leave as long as Employee Health has been notified of symptoms as per procedure and the testing location used is on the Department of Health website as an approved testing site.
- 05.** Any changes on PAL procedure will be communicated to the union.
- 06.** PAL Appeals Committee: Valley and SEIU established an Appeals Committee to review situations where PAL has been denied but we would like to appeal the decision.
- 07.** For the duration of the MOU, those of us who are not eligible to receive PAL for household exposure and whose appeal was denied by the Appeals Committee, may be eligible to receive funds up to one thousand dollars (\$1,000) through the VMC Employee Financial Assistance Program as long as we have not already used the program and received the full amount in the previous 12 months.
- 08.** Paid Time for Vaccine Side Effects: Employees will have the option to donate vested sick and/or catastrophic sick time to coworkers who are absent from work due to side effects from receiving the COVID-19 vaccine. Employees who are absent from work due to side effects from receiving the COVID-19 vaccine will be able to access catastrophic sick time the first day of the absence. These absences will not be considered an occurrence for corrective action purposes.
- 09.** Workers will maintain our premium pay for Distant Facility, Alternative shift as stated in the last COVID-19 MOU.
- 10.** Limited bad floating practices where management was taking liberties with floating workers in unsafe ways.

Cheers to our amazing bargaining team!

Mary Ann Gibbs
Susan Bagley
Kelci Berto
Melissa Hawkins
Adrienne Nixon
Jake McMurray
Jesse Martinez

Lynda Roberson
Marina Savitkaia
Vivian Nguyen
Thuy-Chi Vu
Zeyed Baghdadi
Ariane Laird
Caesar Tuguinay

Chris Lopez
Cori Lucas
Lena Martin
Liz Dryfoos
Abigail Dilag
Karleen Nazario



“After a couple of months of trying to reach an agreement with management, we have agreed to an updated COVID-19 MOU. Many of us have been pushing back on management to do the right thing and take care of us during this pandemic. Our team, from all over the hospital and VMC clinics, came together and brought your concerns to the bargaining table. We won an appeals process and now have a say in whether we are awarded Paid Administrative Leave for getting COVID-19 or being placed on quarantine leave due to exposure.”

Chris Lopez, RN, 3E General Medicine

We ensured that Valley respects our contract

Pro Tech Contract: Grievance Wins

Floating Holiday: Management failed to properly pay Pro Tech workers when we requested Floating Holiday, leaving some techs short on our paychecks at the beginning of the year. Our delegates in the Pro Tech contract filed a grievance and won back pay to all of those who were affected.

Shift Differential Pay: We said enough is enough! Pro Techs have not received shift differential pay in three years, so our delegates demanded that Valley do an in-depth investigation into the problem. Management accepted that there was an error and not all the bargaining units had been receiving shift differential pay. Management is now reviewing records for everyone who has been working the following hours:

- **Between 3:00pm and 11:00pm** - Shift Differential pay of \$2.00
- **Between 11:00pm and 7:00am** - Shift Differential pay \$3.00

If you believe that you are entitled to receive differential, please email Olga Chavarria at olgac@seiu1199nw.org with your full name and job title to receive more information.

“Management has knowledge of their errors in the grievances for Shift Differential and Floating Holidays. Payment coming soon to those affected. Two big wins!”
Jake McMurray, Interventional Radiology Tech



PCA Certification (CPCT/A) Approved

During our 2019 bargaining, we won the right for service worker eligibility for employer-approved certifications and certification pay of \$1/hour in addition to the regular rate of pay. The Service Labor-Management Committee members brought the Certified Patient Care Technician/Assistant (CPCT/A) certification to management and in February it was approved. The National Healthcareer Association, which administers the certification test, has online study guides, practice tests and test plans available. The CPCT/A certification is available online. Go to <http://1199nw.org/nhanow>



or scan this QR code with your phone camera to get certified!

As with all VMC-approved certifications, participants are eligible to apply for Professional Development reimbursement from the SEIU Healthcare 1199NW Multi-Employer Training Fund. The TF Professional Development Benefit offers all bargaining unit members up to \$300 a year for CEUs/courses, professional memberships and specialty certifications like the CPCT/A. <https://1199nw.org/3uLhSBm>

“When we bargained our last contract, we won certification pay for PCAs. After months of hard work, the hospital administration has approved a certification that all PCAs are eligible for. The best part is the Training Fund is going to help pay for you to get this certification. The Certification will qualify any PCA for an extra \$1 per hour, adding over \$1,800 per year to a full-time employee’s income. The topics on the exam are basic care, professional responsibility, compliance, safety, infection control, phlebotomy, and ECGs. Almost all of this is information we already know, making it achievable for all of us.”

Mandy Becker, PCA, 2W Gen Surg



Update on North Benson Urgent Care Clinic Protests: We are standing up for our safety and a resolution for the family

The protests happening at the NBUC have taken a toll on employees, and after weeks of talking to management about solutions to keep workers safe, we reached an agreement with management to address the most important concerns about safety, and incentives for workers who have been under a lot of stress. After days of negotiations, we have an agreement that will make Valley a safer place for workers. Here are some of the highlights:

- During the week of April 2-8, 2021, employees will be paid \$2 an hour for floating to another clinic.
- Employees that were not assigned to another clinic and missed work hours will get paid administrative leave for all hours missed on that week.
- If resolution of the protests has not occurred prior to April 21, 2021, North Benson Urgent Care will be closed on that date and staff from that clinic will be given paid administrative leave.
- North Benson Urgent Care will receive pay of \$5 per hour for all hours worked at the North Benson Urgent Care.
- Staff who have previously used their own paid time will be reimbursed paid admin time retroactively to March 28, 2021.
- Valley leadership will continue to work with various internal and external experts to ensure that safety will be restored at the North Benson Urgent Care and the Renton Landing Urgent Care.

“I am a Security Officer for Valley Medical Center. I have been assigned security coverage for the North Benson Urgent Care over the last few weeks to help keep things safe for everyone around the protesting of the 12-year-old girl who passed away. As a father of a daughter that is the same age, I can’t imagine the pain of losing her for any reason. My condolences go out to the family. In my opinion and experience with Valley Medical Center, the staff has always cared for their patients to the fullest of their abilities.

I wanted to personally thank SEIU and Valley Medical Center management for extending the Security Officers the additional pay compensation due to extra work needed to keep staff, patients and the 12-year-old girls’ family safe.

Peace and condolences.”

Christopher Matthews, Security Officer



Are you a member of our union at Valley?

One way to make sure VMC remains a great place to work and to keep our union strong is by joining your coworkers and becoming a member. You can join SEIU Healthcare 1199NW by filling out an electronic card!

joinseiu1199nw.org



scan this QR code with your phone camera to become a member!

