

We United, and We Won! ***Our Work is Essential. Our Retirement is Too!***

One year ago, VMC administration announced they were in financial hardship because of the pandemic and decided to cut costs by suspending contributions to our retirement accounts for the next six months. We filed a grievance against making unilateral changes without negotiating with our union because those changes affected VMC healthcare workers' retirement fund. We immediately organized hundreds of our coworkers to hold a public action event outside of the hospital — we stood together on the sidewalk holding signs, and some of us came on our day off with our families. Local media came, interviewed healthcare workers and helped us get our message out to the community, and our neighbors responded with their support.

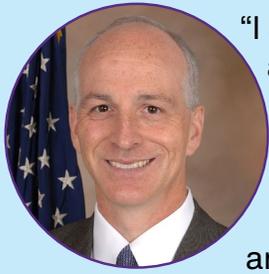


We also delivered a giant community petition to administration, wore stickers, marched on the boss multiple times, we talked to elected leaders like Congressman Adam Smith, the Board of Commissioners, and Valley Board of Trustees. After almost a year of negotiation, we won a commitment from management to pay the retirement in full!

These are the most important points of our agreement.

- All of us who did not receive employers' contributions to their 403(b) account will be paid in full!. VMC did not suspend its 10% contribution to the Plan for eligible employees with 20 or more years of service to VMC.
- When VMC reaches 100 days cash on hand, they will restore 50% of the VMC contributions to their retirement. Employees must be employed by VMC at the time of this contribution to be eligible.
- VMC will restore the other 50% when VMC reaches 108 days cash on hand. VMC will contribute to the 403(b) account of those Suspended Contributions.
- Even if they haven't hit those days cash on hand targets, all of our funds will be restored no later than December 31, 2024. Employees must be employed by VMC at the time of this contribution to be eligible.
- If one of us retires before both days cash on hand have been reached or, alternatively, before December 31, 2024, VMC will restore all of our funds that had not yet been restored. We must give 30 days notice to Valley when we are going to retire so that they have enough time to issue our payments! ****Talk to your delegate or organizer to find out how to give this notice****
- These payments include an additional 6% interest on our missing funds
- VMC agreed to not suspend our retirement again through June 30, 2026.
- **The MOU shall remain in effect until June 30, 2026.**





“I am proud to stand with the healthcare workers of SEIU Healthcare 1199NW at Valley Medical Center (VMC). They continue to show what true service is, especially as we continue to navigate the challenges of the COVID-19 pandemic. Last year, I was deeply disappointed to learn that VMC was suspending retirement contributions to these workers in the middle of the pandemic. I made it clear to management that I stand with the workers. I am pleased that the workers have won this fight and that their full retirement contributions are now being made. I am truly grateful for the work of our healthcare heroes, and will continue to do all that I can to support you and all of the working people in the 9th congressional district. Congratulations on this victory and thank you for your invaluable work in our region.” **Adam Smith - U.S. Representative Washington 9th District**

“I am happy that management has agreed to our terms and pay back our retirement funds so that my family and I can have a more independent future.” **Vanessa Duryea, MA, Mobile Care Unit**



“It was a long road to travel to get here but VMC has finally seen the error of their ways and has agreed to restore our lost retirement benefits they withheld during the worst year ever for healthcare workers. This is a small step forward for them to try and restore our faith in our administration. They need to have our backs in times like these, not look for loopholes in our contract to hurt us.”
Mary Ann Gibbs, EVS, SEIU Healthcare 1199NW Executive Board Member

“After many hours from a lot of people and the union actions, we have reached an agreement to pay back the retirement contributions in full. This is a great example on how when employees band together as a union, amazing things can happen.”



Jake McMurray, IR Tech



“Collectively we are one voice — some softer, some louder, and unable to be heard without each other. I draw strength from knowing as a union delegate that we as members have each other’s backs. We have worked hard over the last year to win back our retirement with interest and it’s the collective actions of all members that made this happen. I am proud of all our hard work. Let’s keep pushing ahead to make VMC the place to be.” **Cori Lucas RN CCU**

Are you part of our movement for economic and racial justice?

Our union membership makes us stronger. The majority of us, healthcare workers at Valley, are part of the union, and we want you to be one of us, too. Why?

- Because when we have a union, we have a voice at work when management makes changes to work conditions that impact us and our families.
- Together with our union through the years, we have won and maintained benefits for us and our families.
- With our union, we have been able to advocate for our patients’ safety in Olympia creating laws that protect us and our patients.
- During the pandemic, our jobs were protected and our hard work compensated. Together with the union we negotiated protections during this difficult time.

How do I join the union?

Visit joinseiu1199nw.org or point your phone camera at the QR code to fill out a Membership Form online:



Union resources to advance our careers, plus exclusive benefits available to us as SEIU members
Multi-Employer Training Fund: healthcareerfund.org
SEIU Member Benefits: www.seiumb.com

Have you had a change of address or phone number and you still want to be connected to our union actions at VMC? Update your information! Point your phone camera at this QR code to request access to our membership lists:



APALA 16th Biennial Convention

On behalf of the Asian Pacific American Labor Alliance (APALA) we are please to invite union members to the sixteenth biennial APALA convention – *Rooted in Legacy: Reimagining a New World Beyond Borders & Across the Oceans!*



The convention will be hosted virtually on Zoom from August 5-8, 2021

For more information go to apalaconvention.org