

**Because we have a union, we have a voice
in how the vaccine mandate impacts us**

On August 9, the state of Washington made it mandatory for all healthcare workers to become fully vaccinated against COVID-19 by October 18. As healthcare workers, we agree that the COVID vaccines are safe, effective, and the best way to protect ourselves and our families from COVID-19. But as members of a union, we know that we have the right to bargain any changes to our jobs. We have sent a demand to bargain the impacts of the vaccine mandate to administration and will use the following values to guide us in those conversations.



Our Values as a Union

- Every worker deserves a safe workplace.
- As union members, we have the right to bargain this change in working conditions.
- We trust science and understand that the vaccine is an important component to getting the pandemic under control.
- We will not tolerate discrimination of any kind. Vaccine information and access must be made available in workers' preferred languages. No worker will be made to wear a sticker or button that shows vaccination status.
- While vaccines are incredibly effective, they do not replace adequate and safe PPE and safe ventilation in our workplaces.
- Getting the vaccine must be as accessible as possible, including offering them on work time and paid time off for side effects.
- Employers must maintain safe staffing levels by doing everything in their power to staff to patient census while minimizing use of mandatory overtime: offering overtime, incentive shifts, referral and hiring bonuses, and utilizing travelers and agency workers.



“As a radiology tech, I know how important it is to negotiate with management regarding the governor’s mandate. We have to ensure healthcare workers have a fair process to submit exemptions, for both medical and religious reasons, and also easy access to vaccines” **Zeyad Baghdadi, Radiology Tech**

“I absolutely agree with all first responders being fully vaccinated to ensure the safety of those that are not vaccinated. It is our job to be the leaders in being vaccinated to ensure we are here to help those that are sick from not just COVID, but other ailments as well. I hope and pray that you do this for the health of our community.” **Chris Matthews, Security Officer**



“It has never been more important than now for all of us to be united in providing a safe place for our community and coworkers getting the vaccine is safe and will help to provide that for everyone.” **Mary Ann Gibbs, Union Executive Board Member, EVS Department**

Important dates to be fully vaccinated by October 18

Vaccine	Series dose requirement	First dose no later than	Second dose
Pfizer	2 doses, 21 days apart	09/13/21	10/04/21
Moderna	2 doses, 28 days apart	09/06/21	10/04/21
Janssen/J&J	Single dose	10/04/21	N/A



Employees at Valley Medical Center may ask for an exemption for medical or religious reasons. Requests must be submitted in writing to Human Resources by Sept. 20, 2021, with supporting documentation, including a provider’s note for medical exemption.

2021 Nurse Alliance Conference: Building Power, Fight for Justice, Winning for Patients

On October 12-14, nurses from around the country are coming together virtually to fight for change that we know needs to happen. This is our opportunity to hear and learn from one another because we know this staffing crisis isn't just at our hospital or in Washington State.

Times (daily): 8am-3pm PT

Available CEU credits: 10 CEU credits available for full participation (3 to 4 per day)

How do I register?

Email mariettar@seiu1199nw.org or let your delegate or organizer know.

We also have access to paid time off to attend educational opportunities like the Nurse Alliance Conference. If you are scheduled on the days of the Nurse Alliance, you can request Education Leave/Professional Leave Time to be able to attend.



A Message From Your Health Benefits Committee

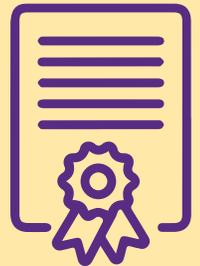
We are hard at work negotiating with VMC administration to create additional points for the 2022 Wellness program, including 20 additional points when we achieve full Covid-19 vaccination.

Remember to fulfill your StayWell points for your annual savings of \$600 off your premiums for 2022! vmcwellness.com



PCA and ED MST Certification

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, RN, 2W**



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