



SEIUHealthcare®
United for Quality Care

Valley Medical Center

October 15, 2021

Retention Bonus Now!

RETAIN US NOW! PAY US NOW!

We have been in a staffing crisis for years that the pandemic is only making worse. Across the state of Washington, hospitals, clinics, healthcare facilities, and agencies are offering unprecedented sign-on bonuses and wage increases in order to recruit healthcare workers and fill staffing shortages. We cannot afford to lose more coworkers to other facilities. We need relief now. Valley needs to show us that they respect and appreciate our work in responding to the COVID-19 global pandemic through a Retention Bonus. We need to retain staff for safe quality patient care.



**SIGN OUR RETENTION BONUS PETITION
TO LET MANAGEMENT KNOW
WE NEED THIS NOW!**

<https://1199nw.org/3lmwLSu>



SCAN ME



“It’s time for Valley to step up. Other local healthcare organizations are offering retention bonuses. Morale is at an all-time low, staff are leaving to for bigger paychecks and huge sign-on bonuses. The remaining staff have stuck this out through the pandemic and a bonus is overdue. Valley took our retirement contributions for months and we haven’t seen a penny of it returned yet. Our outgoing CEO received a \$7.4 million bonus but the hospital can’t afford to reward its frontline workers?! Many of us brought Covid home to our families as a result of a hospital that didn’t have PPE available to protect us. It’s time for Valley to say ‘thank you’ with their pocketbooks instead of fluffy social media posts and fundraising for glass balls to ‘thank a caregiver.’ ”

Kelci Berto, RN, Surgery

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Our Covid Vaccine Mandate Agreement Ensures a Fair and Equitable Process for Implementation

Great news! Our bargaining team and our two VMC sibling unions (OPEIU8 and IUOE302) reached an agreement with Valley around implementing the Governor's mandate that every healthcare worker must receive the COVID-19 vaccine.

Our union and a supermajority of coworkers support getting the vaccine, however, there is a need for a fair and equitable process to help those who require an exemption to being vaccinated. That's why we maintain our right to bargain the effects of the mandate and have finalized our agreement with VMC.

Our bargaining team prioritized making sure that all members are given equal treatment, so we negotiated the right to appeal the exemption process, a speedy grievance procedure and have a transparent process while the COVID vaccine mandate is in effect.

In our last Nurse Staffing Resource Committee meeting, management reiterated that there will be time for those who do not qualify for an exemption to

maintain employment and get vaccinated if they have started the process by October 18, 2021.

We fought to ensure that our voices and values are centered in the implementation of this at Valley. Our agreement includes:

- ✓ An appeal process for anyone who thinks their exemption was wrongly denied
- ✓ Stronger PPE language
- ✓ Paid Admin Leave to recover from any symptoms of the vaccine (which included holiday pay, even though we have already passed the one and only holiday)
- ✓ A strong communication plan that includes our Labor Management Committee to make sure this information is accessible to all our coworkers
- ✓ Immediately post vacated positions upon termination of any employees as a result of the mandate



"After months of negotiations we now have a vaccine MOU that includes a process and protection for those who are still in the process to receive the Covid vaccine, and also got 20 points towards our wellness plan for 2021 once you are fully vaccinated, and secure PPE protection."

Jesse Martinez, MRI Technologist

DON'T FORGET ABOUT BENEFITS OPEN ENROLLMENT Mark your calendars!

**Open enrollment for your benefits, including healthcare, is:
OCTOBER 29 - NOVEMBER 12**

This is the one time per calendar year that you can make changes, add or take away, without a qualifying life event.

In 2022, VMC is changing our Wellness Platform to Vitality. Make sure to check your mail at home and email at work for important information regarding this change and the new point structure.

Our Healthcare Benefit Committee has been working very hard all year in order to make sure we have the best negotiated rates and benefits that Valley offers! Don't let this time slip away...



"Open enrollment is an important time to gain full access to the healthcare and other benefits VMC offers. The Healthcare Benefits Committee works well with management to offer the best for all of us!"

**Chris Lopez, RN
General Medicine Unit**