

"A Gift of Time" is Not Enough

Our Action, Our Unity, Our Power is Working! Management Heard Our Voices!

We gathered in unity on November 18 with our coworkers from all job classes to deliver a petition to Valley management calling for Retention Bonuses, and we pushed back on management's message of "A Gift of Time." We have sacrificed and responded to the ongoing pandemic for two years and we are facing burnout and turnover unlike what we've experienced before. We deserve Retention Bonuses, just like our union colleagues in the other UW hospitals.

Management reached out to us after we delivered the Retention Bonus petition and are interested in moving forward on a plan for bonuses. We will continue to use our collective voice to ensure accountability until we have a response to our demands. Stay in touch with your delegate or Executive Board member to stay engaged and informed on our next steps.



"Our recent march on the boss just proved the power we have in a unified voice. After delivering a petition with the super majority of the employees signatures, who promptly defended the bonuses to administration, and to CEO Rich Roodman, we were graced with Theresa Braungardt's emotional response of 'there's no money to give to the thousands of deserving VMC employees.' After showing them we mean business, they now want to open discussions. Together we are better. Together we are stronger." *Lynda Roberson, Ultrasound Tech*

Delegate Leader Assembly (DLA) 2022

Save the Date: January 29 8:30 a.m. – 5:00 p.m.

This year's theme: We Are the Leaders for This Moment

This online virtual event is for delegates and leaders across our union to gather, share effective practices, develop generative strategies and build connections. We will hold workshops to share union-building skills to transform ourselves and develop a collective analysis of how we win economic justice through racial justice. There is also an opportunity to meet with elected officials to advocate for laws for healthcare workers.

Sign up here: <https://1199nw.org/3FNBF97>



Surgical Techs are in High Demand

If you have considered going to Nursing School, but the thought of 10 pre-req classes and three or more years of school is overwhelming, then consider the Surg Tech (ST) Program at Renton Technical College (RTC).

The RTC/ST program only has five required pre-req classes and a program that you can do while working at Valley. This program was created with healthcare workers in mind. The program is 108 credits total with some classes online and some evening labs.

Apply to the TF program: <https://bit.ly/HEET-Program>



Contact the RTC here: <https://1199nw.org/3Gj1vC2>



It's Time to Act: The Campaign for a Safe Staffing Law in Washington State Is HERE

Join the launch of our statewide campaign to ensure that we can care for patients safely, retain qualified staff, recruit new people into our industry, and create sustainable and resilient healthcare systems for our communities.

Together, we'll discuss the details of our legislative proposal and our plan to win real change for healthcare workers statewide.

Telephone Town Hall and Campaign Launch

**Monday, December 13
6:00 pm**

Union members will receive a call at 6:00 pm on Monday 12/13. See your email or text messages for call details, or speak with your union shop steward, delegate, representative, or organizer.



One day longer; one day stronger! We won a CCU Team Nursing Agreement

After more than six months of bargaining, Cori Lucas, Sara Gharbi and Caesar Tuguinay (our union leaders in the Float Pool) were able to reach agreement with management to make CCU Team Nursing safer for both staff and patients. We have struggled to get management to understand that we need more to make Team Nursing work. Because we have a union, we were able to push back, get our concerns heard, and win this contract grievance. Here's what we won:

1. \$15/hour premium for both nurses who participate in Team Nursing
2. Volunteer list for first preference in Team Nursing assignments
3. No disciplinary consequence for addressing concerns about being given a Team Nursing assignment (not a right of refusal)
4. Orientation to Team Nursing
5. Team Nursing delegation guidelines (the three-column worksheet) to be laminated and posted in all CCU rooms
6. Follow-up meeting in 4 months to evaluate the process and make changes as needed
7. Ability to file another grievance if management doesn't follow through with the process



“Over six months ago we filed a grievance to ensure that Valley abided by our Covid MOU contract language surrounding the use of team nursing in the CCU. After countless meetings and mediation, we have come to an agreement that protects us and allows us to move forward and provide safer care to our most vulnerable patient populations. This win gives educational opportunities to our Med/Surg nurses and increased financial compensation for both the CCU and Med/Surg nurses moving forward.” - Cori Lucas, RN, ED/ICU FP

“We've worked hard as a bargaining team to push Valley to do the right thing when they choose to use team nursing in the CCU as a solution to staffing shortages. We have negotiated an agreement that will help keep us safer and fairly reimburse us for our sacrifice when we work together to take care of the sickest patients in the hospital. The differential and education we won will help ensure that team nursing will be better valued and that Med Surg RNs will be empowered with the knowledge they need to keep them safer in the CCU.” - Sara Gharbi, RN, MS FP



PCA and ED MST Certification UPDATE

During our 2019 bargaining, we won service worker eligibility for employer-approved certifications and Cert Pay of an additional \$1/hour. The National Healthcareer Association, which administers the certification, has online study guides, practice tests and test plans available online. We can now offer SEIU Multi-Employer Training Fund support. This gives us the ability to pay for CPCT/A testing, study guides and practice tests, all upfront. There is no need to pay out of pocket (depending on your eligibility and FTE status).



Apply to the Training Fund here:

NHA CPCT/A Payment Request Form

<https://1199nw.org/3lBkzx9>



or scan this QR code with your phone camera to access the request form!

“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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