

We are united for a contract that respects us, protects us, and pays us!

The Pro-Tech and Pharmacy bargaining team had their first meeting of the year with management to begin negotiating a new contract. Your bargaining team led with their values and made clear we are here to raise standards and win a contract that will help with recruitment and retention.

Your bargaining team is fighting to make sure that the Pro-Tech and Pharmacist contracts can be bargained together. Management is trying to divide and conquer us by bargaining these contracts at separate times. Reach out to your bargaining team member to ask how you can take action to support your bargaining team and let Valley know that we will not fall for their divisive tricks or mind games.



“I want to help negotiate a contract that has competitive wages, fair, promotes recruitment and retention. A contract that promotes Valley as good place to work. In order for Valley to succeed, we need great care providers. I firmly believe that good people are at the core of our success at Valley and in Pharmacy.”

- John Chan, Anti Coagulation, Pharmacist Clinical

“We must make necessary changes for better work life and clean up long neglected language. I’m tired of seeing good staff leave while Valley gets more travelers.”

- Jake McMurray, CAT Scan, Imaging Assistant

“I joined the bargaining to win a Competitive Contract that will help with recruitment. I have great and brilliant co-workers and will bringing their ideas and experiences to this contract.”

- Thuy-Chi Vu, CT Olympic, CT Tech

You can stay informed about what’s happening in bargaining through union leadership team members in your department:

- **Protecting Healthcare workers**
 - **Floating Holiday Cash Out** – Any floating holidays that have not been used by December 31 will be cashed out the following January.
 - **Fair Holiday Pay** – Making it so on unworked holidays you will receive pay equal to the length of the shift you usually work.
 - **Eliminating MOU 3** - Getting rid of part of the contract that makes Ultrasound Techs, MRI and CT Techs a float pool for the hospital and clinics.

We aren't done presenting our proposals. Our next bargaining date is January 25.



“There is a reason people choose to work where they do. Why outpatient chooses outpatient and inpatient chooses inpatient. You get an angry employee when management uses MOU 3 and eventually we lose them. It is very disrespectful that Valley is not helping us be our best self.”

- Lynda Roberson, VDIS Diagnostic Imaging, Ultrasound Tech



“It is wrong to isolate a few departments. This leads to cherry picking who does and doesn’t need to do call. They pick who they want. It is not fair.”

- Jesse Martinez, Radiology, MRI Tech

- **Our Proposals to Build Union Strength**
 - **Paid time for New Employee Orientation** – Making sure Delegates can attend New Hire Orientations on paid time. This is important so we can greet new employees and let everyone know that we have a union, where to find the contract, and how to get involved.

- **Paid time for your bargaining team members** – So our co-workers on the bargaining team don't lose money or have to burn through vacation hours because they stepped up for this important leadership role. Other contracts at Valley offer paid time for Bargaining Team members, our contract should too.
- **Change the expiration date of this contract** – We need our next contract to end at the same time as other contracts in the hospital so that we can be as united as possible as healthcare workers at Valley Medical Center.
- **Sharing of current rosters at VMC** – So we all know what is happening with the union and can participate in fighting to raise standards.



“Paid time for bargaining is about making sure we are being fairly compensated while we are here, like Management and other bargaining units already are.”

- **Zayed Baghdadi, Radiology, Rad Tech**

Management’s proposals do not reflect a contract that serves us.

Management brought proposals that spoke to:

- **Weakening low census language**
 - Making it easier to send more of us home in low census.
- **Increasing probation time**
 - Making it so probation could be extended for 90 days, rather than 60 as it is in the current contract.
- **Changes to how jobs are posted**
 - Doing away with the Jobs Board.
- **Changes to per diem work requirements**

“Personally, I understand low census. Removing the cap from low census could have a financial impact on employees. Also, I think it is wrong that they want to make travelers among the last sent home on low census. To me, this is a patient care issue because travelers don't always know protocols, where equipment is, or how to respond to emergent situations such as code blue.”

- **Troy Garces, Respiratory Therapy, Respiratory Therapist**

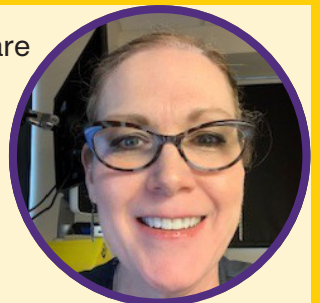
Donate Vacation Hours to Our Dedicated Bargaining Team

We invited everyone to support your bargaining team by donating vacation hours. Bargaining Team members should not have to lose hours or burn through all their vacation time if a bargaining session is scheduled during a time they are also scheduled to work.

Bargaining Team Members

- Zayed Baghdadi - Radiology, Rad Tech
- John Chan - Anti Coagulation, Pharmacist Clinical
- Michelle Dunn - Birth Center, Surg Tech
- Troy Garces - Respiratory Therapy, Respiratory Therapist
- Jesse Martinez – Radiology, MRI Tech
- Jake McMurray - Cat Scan, Imaging Asst
- Adrienne Nixon - Clinical Lab, Med Tech
- Vivian Nguyen - Pharmacy, Pharmacist Clinical
- Betty Ann Reid – Breast Center, Mammography
- Lynda Roberson - VDIS Diagnostic Imaging, Ultrasound Tech
- Michelle Skinner - Clinical Lab, Med Tech
- Thuy-Chi Vu - CT Olympic, CT Tech

“Valley says our mission is to care for our community as family. Support our Valley family by donating some of the vacation hours to your bargaining team members. We are out there fighting for each and every one of us. Help us help you.”



- **Betty Ann Reid, Breast Center, Mammography**

Donated vacation hours would be used to help those members attend bargaining sessions. Here is the link that you can use to donate vacation hours:

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

