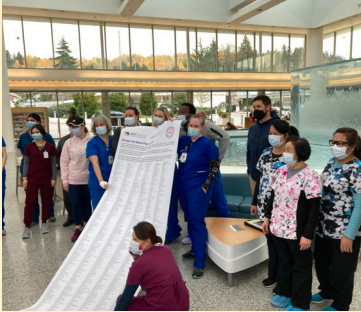




# VMC Retention Bonus Update: When we stand together, we win.

Last week our Bargaining Team agreed to the final retention bonus proposal from management. We secured more than any other hospital in the UW Medicine System. We showed up for each other and took action:

- A majority of the union members signed the Retention Petition (over 1400 members)
- We marched on the Boss to deliver our Retention Petition Retention Bonus Bargaining Team members attended a public Valley Board of Commissioners meeting where members spoke to the board about the importance of retaining Valley staff
- During bargaining, our members told their stories, highlighting that safe staffing is achieved by working to retain our current employees, not hiring more travelers.



Our Win:

- Together, we won bonuses for ALL union employees in the hospital: SEIU Healthcare 1199NW, UFCW21, OPEIU8 and IUOE302
- We are the only hospital to include per diems in Retention Bonus Payments!
- There are no strings attached: you will not have to sign a contract to receive your bonus
- Your bonus amount will be based on your FTE during the pay period when the bonus is paid as long as you are employed and not have given notice at the time of each payout. If you have recently received a sign on bonus from VMC, you will not be eligible for this pay as well.

	17 June 2022	21 April 2023
Pro-Tech, Pharmacist, Service, LPN, SW work more than 0.4FTE	\$2000	\$2500
Pro-Tech, Pharmacist, Service, LPN, SW work less than 0.4FTE & Per Diems	\$500	\$1500
RN: work more than 0.4FTE	\$3000	\$4000
RN: work less than 0.4FTE & Per Diems	\$1000	\$2000



“Valley finally realizes how important their staff is and how hard we have been working during this pandemic. Through the work of many actions, we were able to win real retention pay. Because we were united, we made sure management listened to us, our concerns and our power”

- **Mandy Becker, RN, GenSurg 2W**



“Winning this retention bonus was huge for us. We can keep our patients SAFE by retaining staff who give our patients the best care. We ALL deserve this!”

- **Julie Wise, MA, Oncology Clinic**

## SEIU1199NW Executive Board Election Update:

Look for Eboard Election Ballots to hit snail mailboxes after April 15th! Because you signed our nomination petitions, all Valley member nominees and officer nominees will be on the upcoming Executive Board Ballot!

## Next steps and important Dates:

To be eligible to vote, you must be a member in good standing and we need to have a good mailing address on file.

- April 15th: Election notice and ballots will be mailed to your address.
- May 6th: All ballots must be returned to the SEIU office in the prepaid envelope provided.
- May 6th -10th: Votes will be counted and the winners announced.



“I have been a proud member of SEIU1199NW since 2014. I quickly came to realize the importance of strength and unity in numbers. Together, we can make our voices stand united. I am a union delegate, member organizer, and a member of various committees that impact our staffing, labor management, and healthcare benefits at Valley. I have also been a member of various bargaining teams, including contract negotiations, repayment of our stolen retirement funds, Covid-related MOUs, and retention bonuses. I stand next to you, my coworkers, on picket lines and advocate for respect for ALL healthcare workers. I am running for the executive board at SEIU1199NW to ensure that our voices at Valley continue to be heard across the union. As an executive board member, I will continue to build strength within our union and empower our members to fight for the respect we ALL deserve in our workplace”

- **Kelci Berto, RN, Surgery**



“I am running for Eboard because I think it is an important role within our Union. Continued communication with our fellow union brothers & sisters across Washington State & the nation is vital to our future! Gaining knowledge about what is working at their facility is necessary for the continued growth & success of our members.”

- **Chris Lopez, RN GenMed 3E/NWP**



"I got involved with the union from almost the day I started here at Valley in 1992. First it was contract negotiations and delegate, then I joined the Executive board. I joined because I wanted to really get to know our union and what it stood for. Being a member of our union means so many things to so many people, to me it means I have a voice, a network of co-workers who will stand with me when we need to help Valley understand our position on matters. A union isn't 1 voice alone on a pulpit, its all our voices saying the same thing. The Eboard takes that to the next level. You realize that that voice is so much larger than you ever imagined. All wanting the same thing from their employer, safe staffing, livable wages, better working conditions and above all respect. Respect for what we do and give to those employers. If you ever get the chance to be on this board yourself, take it, you will be amazed!"

- Mary Ann Gibbs, EVS, Infusion Center



"We do what is right!"

- Caesar Tuguinay, RN Float Pool



March 2022

# WE'RE NOT GIVING UP:

## Our fight to win safe staffing standards continues

We took our concerns for safe staffing from our hospitals all the way through the House of Representatives and into the Senate. We got a bill that sets safe staffing standards for RNs and NACs farther than any other state except California. We were close to passing some of the best break and mandatory overtime protections in our country.

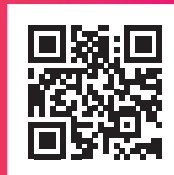
We did this by listening to our collective voices and working with other Washington healthcare unions by:

- Sending thousands of emails to legislators
- Meeting with Representatives and Senators from our districts
- Wearing stickers and taking photos together to show our solidarity
- Thousands of us signing in in support of our bill ahead of legislative committees

However, the Washington State Hospital Association and a couple of small minded Senators have stopped progress on this bill.

Our patients and our community deserve safe care. Our legislative bargaining team is reviewing our options on how to continue our fight this year to win safe staffing standards and bring the community into the fight. Safe staffing can't wait. Our neighbors and family need to know this is about them and the level of care they are able get when they come to our hospitals.

Sign up to stay in the loop and to receive campaign updates:



1199nw.org/updates

"As RNs at Olympic Medical Center in Legislative District 24, we are very disappointed and frustrated in Sen. Kevin Van De Wege not supporting this extremely important bill. He is a healthcare worker himself! This inaction will have impacts that will show up on a daily basis in our workplace at OMC, and across the state. When we continuously lose staff to travel agencies or they quit due to burnout, the staff who choose to remain may find themselves even more short staffed and with an even bigger patient load because there are "no other options." The politicians in Washington need to listen to those on the frontlines providing the patient care — not the lobbyists for bosses that put profits before patients. We are the workers who have not only had to work through a global pandemic, but have also been working short staffed for years. We aren't giving up, and are ready to do what it takes to win safe staffing and patient ratios in Washington State!"

- Julie Millsap, RN, Med/Surg and Laurie Elmer, RN, OB, Olympic Medical Center



"We tried as hard as we could to improve the quality of care at all hospitals by calling on lawmakers to pass safe staffing standards because we take pride in what we do and want to provide the best care for our community. I'm disappointed in our hospitals for choosing to fight us and prioritize profits. We must stand united, be resilient and continue to fight for our patients and safe working conditions."

— Neeru Kaur, Respiratory Care Practitioner, Harborview Medical Center



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