

## Forward Together, Backwards Never

Management's takeaway proposals are a relic of the past

Over the years, we have fought hard for the rights and benefits in our contract. It is shameful for Valley management to propose takeaways for our next contract that will move us backwards. It is not right in any time, much less during the COVID pandemic, for Valley management to want to make work harder and to compensate us less. They should want to make things better, not worse.

We have a different vision for the future of Valley. We envision a Valley where all of us are valued for the work we do and the sacrifices we make for our patients. We need a Valley where our expertise is honored and safe patient care is prioritized. We need a Valley where we are not treated differently than our union siblings in the SEIU Healthcare 1199NW RN and Service contracts.

But we know management won't do the right thing unless we unite to make them see how wrong their proposals are for us and for our patients. We have to stick together and take action when our bargaining team says it's needed.

### Our Bargaining Team



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 - X-Ray Spec Proc, Interventional Radiology  
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  
Mat Jenkinson - Clinical Pharmacy



"We need to show Valley that their disrespect stops NOW! VMC needs to focus on retention by not taking away current benefits and making sure our standard of living is on par!"  
- Lynda Roberson, Ultrasound Tech, Bargaining Team Member



"I joined the bargaining team to win a competitive contract that will help with recruitment. I have great and brilliant coworkers and Valley needs to do everything in their power to keep every single one of us. They can do that in this contract!"  
- Thuy-Chi Vu, CT Olympic, CT Tech, Bargaining Team Member

### Management's Takeaway Proposals Move Us All Backwards

#### ✘ Holiday Pay Takeaways for Pro Techs and Pharmacists

- ✘ Only pay us 8 hours of Holiday Pay instead of our full shift if we work longer shifts

#### ✘ Erosion of our Union Power for Pharmacists

- ✘ Management proposed to eliminate our Pharmacist Intern coworkers from our union. Our legal team in our union is reviewing the proposal for legality

#### ✘ Low Census Takeaways for Pro-techs

- ✘ Management wants to low census us before agency, which is a slap in the face to those of us who have dedicated ourselves to the Valley Medical Center's mission and instead of low census by seniority, they would low census us by arbitrary rotation
- ✘ We would no longer be allowed to volunteer for low census; instead it would always be mandatory, which means those of us who sometimes need additional time with our families, or have other responsibilities, or just need a break, can't volunteer in the place of someone who wants to stay at work
- ✘ Management could low census us more than one day per pay period
- ✘ Management completely got rid of Appendix B, which determines equitable low census protocols

#### ✘ On-call Takeaways for Pro Techs

- ✘ Create a barrier to multiple three-hour callbacks where we can only get one callback even if we have gone home in between cases when we are on call
- ✘ If we are called in before our shift, we would no longer get guaranteed three hours of time and a half. Instead, time and a half would end when our shift ends

#### ✘ Paid and Unpaid Leave Takeaways for Pro Techs and Pharmacists

- ✘ Not only does management want us to wait longer to be able to use our vacation leave, they also proposed to increase our accruals based on our hours worked rather than our hire date

- ✘ Cut our protected Medical and Family Leave time in half by only allowing FMLA and PFMLA to run concurrently rather than back to back
  - ✘ Impose a first time catastrophic sick leave cap of 240 hours without a pathway for those of us with more to preserve it
  - ✘ Have unilateral ability to decide if we can supplement our leaves of absences with vacation leave
  - ✘ Vacation request practices that change the length of time for us to request vacation, cutting the time to only one month instead of two
- #### ✘ Work Location Takeaways for Pro Techs
- ✘ With only a few exceptions, management could assign us to work at any location for our scheduled shifts, call, or mid-shift change in location. This would not include a provision for volunteers or for a premium for those who have to work somewhere new
  - ✘ They would have the ability to mandatorily schedule us to cover vacations and other planned leave in locations other than our regular location
  - ✘ Some of us would retain a home location depending on when we were hired, but all of us could be moved to another location for coverage of absences or be put on call in an unfamiliar location
  - ✘ Those of us in MRI would no longer have any home location and could be assigned at any location regardless of when we were hired
- #### ✘ Certification Takeaways for Pro Tech
- ✘ Decrease the time our new Med Tech and Med Lab Tech coworkers have to get their certification from 12 months to 6 months
  - ✘ New certification requirements for CT inpatient and outpatient
- #### ✘ Other Takeaways for Pro Tech
- ✘ New job openings would only be posted for three days internally instead of five days, cutting the amount of time we could consider a career change. Management could also choose not to post positions internally when a transfer causes a vacancy
  - ✘ Management could extend our probation period by 90 days instead of 60 days
  - ✘ Per diems required for the first time to be available a minimum of 48 hours every four weeks (which is three days more than the nurses) and minimum of two holidays a year rather than what works for us



"The pandemic has been hard on health systems across the world with patients sicker and shorter care staff. We currently have positions available and adjusting our salary to market value would help to encourage new talents as well as keep our own to better care for the patients in our community." - Mat Jenkinson, Clinical Pharmacist, Bargaining Team Member

"With all of the efforts that we've made to provide exceptional patient care throughout the pandemic at Valley, management should not be rolling back our existing benefits. They also need to give wage increases and pay differentials which match area hospitals and provide fair wage adjustments to current living cost increases."  
- John Chan, Retail Pharmacist, Bargaining Team Member



# Management Rejected Our Proposals for a Safer, Stronger Valley Medical Center

**REJECTED BY MANAGEMENT**  
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- Double time shift incentive to ensure we have the staff we need for safe patient care
- A new committee to address the overuse of standby and call to staff our hospital and clinics
- Call rooms so we can safely rest when we are taking many hours of standby and call
- Parity for Certification Pay with our RN colleagues of \$1.50/hr for Pro Techs and Pharmacists and certification pay for more than one certification
- Clarification of preceptor duties and increase to preceptor pay to value our labor in retaining our coworkers for Pro Techs
- Bargaining teams for Pro Tech and Pharmacists to be paid during bargaining
- Pharmacy per diems to get 15% in lieu of benefits
- An Increase on shift differential pay to match our RN and service coworkers in 1199NW
- Call rooms when we are being ask to stay on call and be safe

## Management's Initial Wage Proposals Won't Recruit or Retain

Pro Tech Base Across-the-Board Increases	Pharmacist Base Across-the-Board Increases
<ul style="list-style-type: none"> <li>1% in 2022</li> <li>2% in 2023*</li> <li>2% in 2024*</li> </ul> <p>▶ <b>*This also means management is rejecting our proposal to align our contract with our other SEIU Healthcare 1199NW union siblings!</b></p>	<ul style="list-style-type: none"> <li>1.5% in 2022</li> <li>1.5% in 2023*</li> <li>1.5% in 2024*</li> </ul> <p>▶ <b>*This also means management is rejecting our proposal to align our contract with our other SEIU Healthcare 1199NW union siblings!</b></p>
Pro Tech Market Adjustments	Pharmacist Market Adjustments
<p>2% for the following job classes in 2022</p> <ul style="list-style-type: none"> <li>Electro-physiology Technologist</li> <li>Interventional Radiology Technologist I</li> <li>Interventional Radiology Technologist II</li> <li>Medical Technologist</li> <li>Medical Technologist Coordinator</li> <li>MRI Technologist-ARRT</li> <li>MRI Technologist-ARRT MR</li> <li>Respiratory Therapist I</li> <li>Respiratory Therapist II</li> </ul>	<p>An additional 1% in 2022 for all Pharmacist job classes</p>
Pro Tech Wage Scale Step Adjustment in 2022	Pharmacist Wage Scale Step Adjustment in 2022
<p>Management did not propose a similar proposal for our Pharmacist coworkers.</p> <ul style="list-style-type: none"> <li>Steps 0-10 will receive an additional 2% increase*</li> <li>Steps 12-20 will receive an additional 1% increase*</li> <li>Steps 20+ will <u>not</u> receive an additional increase*</li> </ul> <p>▶ <b>*This is a divisive proposal intended to divide us from each other and will create wage compression that doesn't reflect our years of service. We know if we stick together, we all can win more!</b></p>	<p style="text-align: center; font-size: 4em; color: red; font-weight: bold;">X</p>



"Employees of VMC have stepped up during COVID. We are short staffed and over worked. We need to be valued and appreciated. During this bargaining, VMC has proposed retracting many of our current contract articles. STAND with us and UNITE with us. Show your support against managements proposals." - **Betty Ann Reid, Ultrasound Tech, Bargaining Team Member**



"We need clarity and consistency across departments when it comes to precepting. Preceptors are valuable teammates. They are motivated to train and when new coworkers have a positive first training experience, that is important for retention. It is also important that our students have a good experience because that increases the chance they come back to Valley when they graduate. We badly need to strengthen our Precepting language, and we are calling on management to do that."- **Adrienne Nixon, MLT, Lab, Bargaining Team Member**

Shift Differentials and Premiums	Current	Proposal
Evening shift	\$2.00	\$2.75
Night Shift	\$3.00	\$4.00
On Call *	\$3.75	\$6.00
On Call 30hr or more*	\$4.25	\$7.00
Lead Pay	\$1.50	\$2.25
Weekend Differential	\$2.25	\$4.00
Certification pay	\$1.00	\$1.50

(\*only applicable to Pro-techs)

**We know this fight isn't over. Our unity and actions in the coming weeks will determine whether our future is the one that Valley Medical Center management envisions or the one that we envision, where we are all valued and our patients get the care they need.**