

It's time for Valley Medical Center to agree with us on a fair contract that will retain and recruit Pro-Techs and Pharmacists.

Our unity and actions are working!

We delivered a petition to the Valley administration. Pro-Tech, Pharmacists, RNs and Service Workers delivered a unified message and petition by marching to the administrative office and demanding that they withdraw any takeaways and agree on an expiration date that will allow us to bargain together in the near future. After almost 8 months of negotiations to achieve fair contracts for Pro-Techs and Pharmacists, management finally is coming to the bargaining table with a much different approach — bargaining in good faith and removing some of the takeaway proposals, including moving towards an approach that would align our contracts in the near future.



Because of the unity we demonstrated in our recent actions, we are finally starting to see management back down from some of the oppressive proposals they started with. This movement only happened because we showed our unity and took powerful action, individually and collectively. **Our wins, like our unity, will continue to grow.**



“We may have different contracts and different job classifications, but we are one union. One union that is united to stand together to stay strong and fight for fair wages, fair contracts and fight for each other. This is why we march, standing arm in arm with our coworkers. In the end, we are what make Valley the employer of choice.”
- Cori Lucas, CCU RN, SEIU Healthcare 1199NW Executive Board Member

We have reached tentative agreements on:

- ★ 12 Months for CT Techs, Med Techs and Med Lab Techs to obtain their certifications instead of 6 months
- ★ Pro-Tech and Pharmacist double certification pay, currently only eligible for one certification pay
- ★ Extended probation period for only 60 days instead of 90 days
- ★ Improve language in our contract that will allow us to contact new employees and invite them to a paid 30 minute 1199NW New Employee Orientation that will inform them of their rights at work

Our bargaining team is still fighting for:

- ★ No language that would allow management to low census us before travelers
- ★ No changes to our on-call language that can affect the way we are getting paid to be on-call instead of paying us more
- ★ A shared responsibility in reducing mandatory call in a new Call Committee
- ★ Wages that will retain us and help recruit new employees
- ★ Voluntary floating from inpatient to outpatient with a pay incentive for floating
- ★ Extra shift incentives, just like the nurses have in their contract to ensure safe staffing
- ★ Increases in premium pay that align with the nurses and service contracts

We must stay united and not let management divide us by just giving raises to some job classifications, to then rescind them a day or two later saying that the union asked them to hold off on giving us raises. The bargaining team's priorities are that everyone receives raises, and not just some job classifications. We are not done negotiating wages and market adjustments that are fair for all Pro-Techs and Pharmacists.

Your Bargaining Team is calling on everyone to keep fighting!

- 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



“This bargaining we decided it was time to take action. We circulated a petition amongst our co-workers in the Pro-Tech, Pharmacy RN and Service bargaining unit. Next, we planned a rally and march through the hospital to deliver our petition. Our goal was to show that the bargaining team is not just sharing our individual opinions at the bargaining table, we are actually communicating the wants and needs of most people we work with. The action was a success and management is hearing us.” - **John Chan, North Pharmacy, Bargaining Team Member**

“As far as negotiations go, baby steps in the right direction have developed into normal walking cadence. Progress is happening every bargaining session and we are committed to a fair contract our coworkers deserve.” - **Adrienne Nixon, Medical Technologist, Bargaining Team Member.**



“SEIU 1199NW has made big moves to get this contract done. VMC has shown they will change their positions if we stay united and continue to put pressure on them. If you haven't signed a membership card yet, please do so now and show VMC the unity and power we have.” - **Lynda Roberson - Ultrasound Tech, Bargaining Team Member**

Donate Vacation Hours Today!

We invite everyone to support the Pro-Tech/ Pharmacist 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. Donated vacation hours make bargaining more accessible to all bargaining units, which increases unity and makes us stronger at the bargaining table.

“Bargaining Team members are pouring time, energy, and hard work into winning a fair contract that everyone will benefit from. It's especially hard to win anything from this management. This is why we need everyone from across the hospital to keep supporting us. Keep coming out to Unity Breaks and Actions and keep donating vacation hours.” - **Michelle Dunn, Surgical Tech, Birth Center, Bargaining Team Member**



Download the form with this link:
<https://forms1199nw.org/vacation-donation-vmc/>
 or scan this QR code with your phone camera



Now is the time to make your voice heard in Primary Elections!

It is critical that we elect healthcare champions to the State Legislature and County and City Governments to ensure we are supported as healthcare workers around the state and that us as frontline workers at Valley Medical Center get the support we need for the community we serve, ourselves, and our families.

Primary ballots are in the mail – make a plan to VOTE before Primary Election Day, August 2 and talk to your delegate about our endorsed candidates and opportunities to get out the vote in critical races.



VISIT:
endorsements.seiu1199nw.org
 or scan this QR code with your phone camera