

We're not done fighting!

Per diem requirement

- Per diems will be required to provide availability to work at least three shifts every four weeks, including one weekend shift per schedule period, and must work at least two shifts per four weeks and one holiday shift per calendar year
- If a shift a per diem has signed up and been scheduled to work is not worked due to low census or illness, that shift will count as the minimum worked shift requirement.

MOU 3: Work location, scheduling and call

- We may be scheduled to work shifts in a secondary work location to cover absences, but Valley will make a good faith effort not to cover planned absences with employees whose primary location is elsewhere.
- During regularly scheduled shifts, Valley will first request volunteers before assigning us to work in a secondary location.
- Management will continue to evaluate the need for orientation to new work locations, but we may address a specific request for orientation to our immediate supervisor.
- Although Valley may continue to assign us on call schedules in primary or secondary work locations, we will hold management accountable to the on call language in our contract and in the law!
- Jobs that were excluded if someone was hired before 2017 will still have a primary location.
- Ultrasound techs will be excluded from working on a secondary location, with the exception to meet an emergent patient care need after first requesting volunteers.
- For example: A sonographer primarily assigned to work at an outpatient location would not be assigned to work or take call in the hospital unless there's an emergent patient care need.



"We fought for as long and as hard as humanly possible to push back against VMC's insistence on gutting our hard-fought protections and weaken our ability to keep our strengths. With the untiring support and dedication of SEIU we finally have something of value for our members. Take some time and show some appreciation towards your bargaining team who sacrificed a lot to get you the wins we have!"

- Lynda Roberson, VDIS Diagnostic Imaging, Sonographer

We did it! Pro-Techs and Pharmacists ratified our new contract!

We've led with our values in bargaining and secured a strong agreement for Pro-techs and Pharmacists at Valley Medical Center. An overwhelming supermajority of our coworkers voted to ratify these agreements and we will start seeing improvements starting on our next pay period.

The vast majority of us are members of our union. That's why we had the unity and power to make Valley Medical Center do what they didn't want to do. Together, we wore stickers, signed petitions, marched through the hospital, attended unity breaks, and organized solidarity actions with RNs and other SEIU Healthcare 1199NW members across the hospital. It was those actions that resulted in our new contract.

"Although the new Pro-Tech and Pharmacy contract took a long time to negotiate, IT WAS WORTH IT! The language is cleaner and the wages are higher. This contract paves the way for future contracts for all Valley SEIU Healthcare 1199NW union members."



- Michelle Skinner, MT Lab

Our Bargaining Team:

Adrienne Nixon - Clinical Lab, Med Tech	Mat Jenkinson - Clinical Pharmacy
Betty Ann Reid - Breast Center, Mammography	Michelle Dunn - Birth Center, Surg Tech
Jake McMurray - X-Ray Spec Proc, Interventional Radiology	Michelle Skinner - Clinical Lab, Med Tech
Jesse Martinez - Radiology, MRI Tech	Thuy-Chi Vu - CT Olympic, CT Tech
John Chan - Retail Pharmacy, Pharmacist Clinical	Troy Garces - Respiratory Therapy, Respiratory Therapist
Lynda Roberson - VDIS Diagnostic Imaging, Sonographer	Vivian Nguyen - Pharmacy, Pharmacist Clinical

We were clear. It was time for Valley Medical Center to: Respect Us, Protect Us, Pay Us!

OUR NEXT STEPS

We will officially join SEIU Healthcare 1199NW

- This process — through the state agency PERC (Public Employee Relations Commission) — could take a few months.

Proofread our contracts

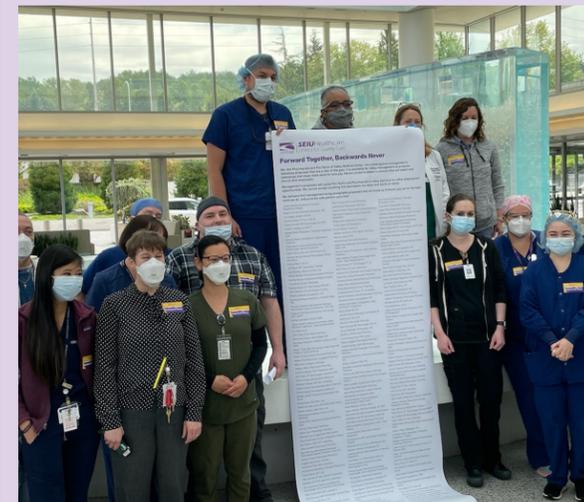
- Our bargaining team will closely review the drafts of the Pro-Tech and Pharmacy contracts to make sure everything is correct. When the drafts are final, both bargaining teams will officially sign the contracts.

Distribute new contract

- Once we get our contract signed, we will distribute copies to all the units.
- We will in touch over the coming weeks about next steps to implement our groundbreaking contract and establish our committees



Taking action for the win



"The eight months working on this contract was well spent. The Pro-Tech contract needed updating and I believe we have something to be proud of. Going from UCFW to SEIU is the best decision the Pro-Tech group has made."

- Adrienne Nixon, Clinical Lab, Med Tech



"I'm very proud of the contract that our Pro-Tech and Pharmacy team has negotiated over the past several months. Bargaining alongside our team members and achieving this settlement has been extremely rewarding. I'm confident that we've positioned ourselves on solid principles, off of which to build our future contracts with SEIU Healthcare 1199NW."

- John Chan, Retail Pharmacy, Pharmacist Clinical

We led on our values and goals:

- Wage increases to recruit and retain
- Premiums and Differentials that respect our work and value our sacrifices
- Safe staffing and addressing the illegal use of overtime, lack of breaks, mandatory call
- Winning a contract that brings us closer to the standards our RN, Social Workers, Service, and LPN coworkers have won
- Equity and Racial Justice to lead and embrace a culture of belonging
- Moving Valley administration to recognize 1199NW as our union and aligning our contracts with other contracts at Valley



“We took many actions that show our unity and spoke truth to power letting management know what we deserve at the bargaining table! It was through many long hours of negotiating at the table for what we deserve. We fought in solidarity with all our brothers and sisters across the hospital, ensuring that our voices continue to be heard. I am proud of the contract we have won.”

- Michelle Dunn, Birth Center, Surg Tech

What We Won

A contract with a pathway to align with other SEIU contracts at Valley

- This is a two-year contract and will expire June 30, 2024
- Next year, we will take part in a wage reopener for the second year of wages alongside all of the rest of VMC employees united in SEIU

A contract that recruits and retains*

Pharmacists:

- 9% across-the-board increase effective upon ratification for everyone
- **PLUS** a lump-sum bonus of \$500 for all FTEs
- Interns will receive \$250 lump sum

Pro-techs:

- 4.75% across the board increase effective upon ratification for everyone
- **PLUS** a lump-sum bonus of \$500 for all FTEs Per diems will receive \$250 lump sum
- **PLUS** 2.5% market adjustments for the following job classes that are behind market rates:
 - CT Technologist
 - Electrophysiology Technologist
 - Interventional Radiology Technologist I
 - Interventional Radiology Technologist II
 - Mammo Techs
 - Medical Lab Technician
 - Medical Technologist
 - Medical Technologist Coordinator
 - MRI Technologist-ARRT
 - MRI Technologist-ARRT MR
 - Nuclear Med Technologist-NMTCB
 - Radiologic Technologist-ARRT
 - Respiratory Therapist I
 - Respiratory Therapist II
 - Sonographer-ARDMS
 - Surgical Technician Cert
 - Surgical Technician Non-Cert
- New CT Tech certified job class with a new wage scale that is 2.28% higher than the new CT pay

*These wage increases are just the beginning. We will bargain more wages next spring for the following year of the contract.

Stronger contract standards for ALL

A contract with higher premiums and differentials

- Weekend differential increased from \$2.25/hr to \$2.50/hr
- Eligibility for double certification, add \$1/hour for up to two certifications
- On-call premium increased from \$3.75/hr to \$4/hr, and after 50 hours from \$4.25/hr to \$6/hr
- Standby pay increased from \$3.75/hr to \$4/hr
- Expanded preceptor premium pay
 - Removed requirement to have taken a precepting class to receive preceptor pay
- Improved shift differential language
 - Removed requirement to work minimum of three hours to receive shift differential
- Imaging and Special Procedures Clinical Coordinator Premium of \$2.50/hr

Staffing and retention

- Call Staffing Taskforce
 - A new committee that will hold management accountable for excessive use of call and make sure they are following the law
- Protected Mandatory Low Census language
 - No employee will be required to low census more than 12 hours per pay period
- Agency staff will be sent home before straight time by VMC employees
- Valley administration will post vacancies on the internal job board three business days prior to filling positions

Vacation and sick leave provisions

- Responses to vacation requests must be given within 30 days after submitting, Vacation request for the year will start January 1 through January 31.
- Expanded vacation language that lets us request earned vacation after six months of continuous service
- Stronger contract language that guarantees payment of all accrued unused vacation after retirement or termination of employment in good standing
- The rate of our sick leave accrual is calculated as dictated by state law
- No loss of catastrophic sick leave hours for those who have accrued over 240 hours

Building our union strength

- Holding Valley administration accountable to providing our union periodic lists of our newly hired

coworkers.

- Access to electronic and physical copies of our contract for everyone
- Access to New Employee Orientation in both digital and in-person formats and 30 minutes to speak to our new coworkers about our union
- Pay for up to eight bargaining team members for up to four bargaining sessions in our next bargain
- Pharmacist interns remain under our contract
- Valley will honor our contracts fully when we officially become SEIU Healthcare 1199NW members



“Your bargaining team has won us a great new contract with our new union, SEIU Healthcare 1199NW. We won good wages, and on-call language, plus new bargaining team pay for bargaining.”

Jake McMurray, IR Tech, Cath Lab

Because of our united actions, we fought off takeaways proposed by management

- ✗ Holiday pay for only 8 hours instead of our full shift pay
- ✗ Eliminate interns from being part of the Pharmacy contract
- ✗ Low census all of us before travelers
- ✗ If called before our shift, no longer guarantee three hours of time and a half
- ✗ Decreases on the time new CT Techs, Med Techs and Med Lab Techs have to get certification
- ✗ Extensions on our probationary period from 60 to 90 days
- ✗ Per diem required to be available 48 hours every four weeks and a minimum of two holidays a year
- ✗ Employees hired before May 24, 2017, not to hold a primary work location and being scheduled on different locations



“Because management started by proposing many takeaways, it really slowed the bargaining process and made it difficult to move forward. At the beginning, it didn't feel that the other side came to the table with honest intentions to reach a fair agreement. Instead, it felt like they just came to see how much they could take away. The bargaining team fought hard and always worked with the interest of our coworkers in mind. I hope management learned a lesson from this experience, our unity is strong and we are not going to accept bad proposals. For the wage reopener next year, I hope they come to the table with better proposals from the start. It is in the interest of both sides to keep improving working conditions and get the next contract done in a more timely manner.”

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- Troy Garces, Respiratory Therapy, Respiratory Therapist