



Raises for all of us at Valley Medical Center: No one left behind!

Our SEIU Healthcare 1199NW Executive Board sent a letter to our CEO Janine Grinnell, letting her know our sincere concern about our ability to recruit and retain healthcare workers in the current labor market. We have all heard about the historic wage increases that our union siblings have bargained at UW Medicine (Harborview Medical Center and UWMC-Northwest) and at Swedish Medical Center. We are concerned that without major improvements to our wages immediately and over the next couple years, our patients will suffer the result of even worse staffing.

Our goals are:

- ★ Open the base wages for all of us in all our contracts
- ★ Bargaining that includes bargaining differentials and premiums for all contracts
- ★ Bargain our Pro-techs and Pharmacy wages now, not later this spring
- ★ Employees will receive raises before the expiration of RN, Service, LPN and Case management contracts and extend the contracts one year so we all can bargain together in 2024
- ★ Paid time for the bargaining team that will be missing work hours to be in the bargaining table



"We have seen Valley make much needed investments to the hospital even during the pandemic. Now it's time for them to invest in us. For years all we've seen from them is takeaways. We deserve better from Valley and now is their chance. We need across the board wage increases that will put us in a position to recruit and retain!"

- Mary Ann Gibbs, Environmental Services, Infusion Center and SEIU Healthcare 1199NW Executive Board Member



"We have waited a long time to be shown that we are valued here at Valley. We deserve much better than what we've seen the last 2+ years. Now is the time for Valley to show their appreciation with across-the-board wage increases that will keep healthcare workers at our hospital!"

- Julie Wise, MA- Oncology Clinic and SEIU Healthcare 1199NW Executive Board Member

We are ready for the bargaining table!

We delivered our petition with thousands of signatures last week and reaffirmed our priorities that we need a process that includes across-the-board increases for all. Management's response is getting closer to what we need, but we still need to make sure that we bargain differentials and premium compensations for everybody - not just a few jobs classifications. We told management we are ready to be at the bargaining table at the beginning of 2023 after we have completed our vote process.



"When we first met with management they wanted to do three phases and wouldn't tell us who would be in the first phase but knew that whoever was put in the third or second phases would be left behind which is why we are doing this. Everyone deserves a raise."

- Cori Lucas, RN - ED CCU Float Pool and SEIU Executive Board Member



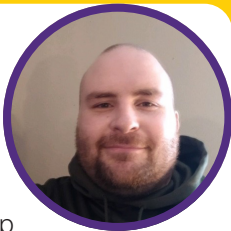
"Don't believe your manager has your best interest in mind when they tell you the union isn't working for you. YOU ARE THE UNION! We are committed that every job class is on par with the new wage increases in the area while Valley is late to the party as usual."

- Lynda Roberson, Sonographer Tech, VDI

Be ready to vote

Once we get a response from management, we will schedule vote dates for everybody to attend and approve our process for a fair first-time wage reopener at Valley Medical Center. We will be in touch about vote dates as soon as possible.

“When we conclude talks with administration about the timeline and construct of the wage reopener, we ask that all employees exercise your voting rights and vote yes to opening the wages for all employees, so we can start bargaining and increase wages to help recruit and retain our staff.” - **Jake McMurray, IR Tech – Xray Special Procedures**



Sticker up day!

We wore stickers at the beginning of the month to tell management - **Nobody left behind, wage increases for everyone!** Healthcare workers across the hospital from Dietary, EVS, RN, PCA, Pharmacist and Radiology Techs came united to work wearing stickers with a strong message to management.

