



# Our Vision for Valley

## Invest in frontline staff to address the staffing crisis!

After we took action across the hospital, **Valley Medical Center administration agreed to a process to negotiate a wage reopener for all of our job classes.** Our elected bargaining team worked hard to craft and present our proposals to help recruit great staff and retain us. We have seen too many of our coworkers leave because they couldn't afford to stay at Valley. Administration needs to invest in frontline staff now, because we are all falling behind other area hospitals - including the rest of UW Medicine. **UW Medicine claims it's an Employer of Choice - now it has the opportunity to prove it!**

We're proposing across-the-board wage increases, increases to on-call, night and weekend differentials, charge, and lead pay. We know that addressing wages and premiums will help make Valley the place to be. **Without these needed improvements, we will continue to fall behind other area hospitals such as:**

- ★ Seattle Children's Hospital
- ★ Harborview Medical Center
- ★ Good Samaritan Hospital
- ★ Overlake Medical Center
- ★ CHI/Franciscan St. Joe's Hospital
- ★ CHI/Franciscan St. Anne Hospital
- ★ Swedish and Swedish Edmonds
- ★ MultiCare Tacoma General
- ★ UW Medical Center - Montlake
- ★ UW Medical Center - Northwest

## We are bargaining our wage increase in two phases. The jobs in phase one include:

- ★ Medical Assistants
- ★ Lab Support
- ★ Surgical Techs
- ★ Interventional Radiology Tech
- ★ Pharmacy Tech
- ★ Registered Nurses

### All other job classes will be in Phase II

We are disappointed in administration's response to our proposals. Rather than taking the opportunity to meet the moment we're all in, administration's proposal doesn't meet our expectations and will not bring our wages up to market.



"Management's proposals are perfect example of when actions speak louder than words. Their message of positivity and eagerness from their email is proven false by the grossly inadequate offer they brought to the table united we can achieve a wage increase that is fair and competitive for all."  
- **Jessica Arnett, MRI Tech and Bargaining Team Member**



"You received an email from Administration... you saw their initial offer.....it wasn't near good enough. We have given them the right proposals to address the problem & it's time they take this seriously. They need to do better!"  
- **Chris Lopez, RN, 1199NW Executive Board Member and Bargaining Team Member**

Hundreds of us voted to sit down and demand wage increases from administration. They need to pay a competitive wage to recruit new members and keep Valley a great place to work! Our bargaining team was very excited to receive all of our support and bring our voices to the bargaining table. We will continue to support our bargaining team with actions.



# Talk to members of the bargaining team about what's next!



## Your bargaining team:

|  |  |
|--|--|
| Caesar Tiguinay- RN, Float Pool                      | Lena Martin, RN ED                         |
| Chris Lopez – RN , General Medicine                  | Liz Dryfoos- RN, Birth Center              |
| Cori Lucas- RN, CCU ED Float Pool                    | Lynda Roberson- Sonographer Tech, VDI      |
| Cynthia Tufono- Kitchen Worker, Cafeteria            | Mandy Becker- RN, General Surgery          |
| Danielle Hackett- RN, Emergency Department           | Marites Nito, Nutrition Rep                |
| Jake McMurray- IR Tech, Special Procedures           | Mary Ann Gibbs- EVS, Housekeeping          |
| Jennifer Cook- RN, Joint and Spine                   | Michele Skinner- Medical Technician, Lab   |
| Jessica Arnett, MRI Tech, Olympic Building           | Michelle Dunn- Surgical Tech, Birth Center |
| Juanita Powe- Cardiopulmonary Tech, Nuclear Medicine | Susan Bagley- EVS, Housekeeping            |
| Julie Wise- Medical Assistant, Oncology Clinic       | Vivian Nguyen- Pharmacist, Pharmacy        |
| Keri Wiker, Transporter                              |  |

# Congratulations to all of our Pro-Tech and Pharmacists for now being officially SEIU Healthcare 1199NW members!

We have finally added these coworkers to our union and increased our strength and unity. The Public Employees Relations Commission finished the process and verified that a supermajority of the Pro-techs and Pharmacists voted yes to have SEIU Healthcare 1199NW as their legal representative to bargain for improvements on wages and work conditions. Now Pro-Techs and Pharmacists can also receive SEIU member benefits and have more power when bargaining wages.



“We are excited to be part of SEIU1199 and be able fight along everyone else and have the biggest power to win raises for all job class. Our voices are going to be louder than before cause our union is growing and that makes us stronger.”

- Vivian Nguyen – Pharmacist and bargaining team member.

# Our stories are our strength! Join us for Lobby Day 2023

We are the experts on patient care, and our Legislators need to hear our voices. As frontline healthcare workers, we know what our patients need and what it takes to improve the care we provide. Lobby Day is our opportunity to share our stories with our elected representatives and advocate for their support in our biggest fights.

## This year, we're fighting for:

- ★ Safe staffing for our safety and our patients' safety
- ★ Ergonomic protections for workers, especially our EVS coworkers
- ★ Fully funding our collectively bargained State contracts
- ★ State investment in our Training Fund to grow our healthcare workforce
- ★ Affordable housing for all of us
- ★ Fair healthcare pricing
- ★ And more!

Wednesday

**25**  
Jan

In-person\*  
at the Washington  
State Capitol  
in Olympia  
8am-5pm

Contact your organizer to RSVP

\*Busing together to the Capitol!

