



We made history at Valley!

We ratified Phase 1 with a supermajority of us voting YES to unprecedented wages

Our bargaining team is excited to announce that we voted to ratify the Phase 1 agreement of our wage reopener negotiations. The historic wage increases we won under Phase 1 will retain us and help recruit new coworkers at Valley Medical Center, ensuring that our hospital remains a great place to work.

Phase 1 job classes include:

- ★ RN
- ★ Surgical Tech
- ★ Pharmacy Tech
- ★ IR Tech
- ★ Lab Support
- ★ Medical Assistant

These wages put us at or near the top of the wage scale compared to local hospitals. The agreement goes into effect this Sunday, February 5.

Our Bargaining Team:

| | |
|--------------------------------------|---------------------------------|
| Caesar Tuguinay, RN | Lena Martin, RN |
| Chris Lopez, RN | Liz Dryfoos, RN |
| Cori Lucas, RN | Lynda Roberson, Ultrasound Tech |
| Cynthia Tufono, Cook | Mandy Becker, RN |
| Danielle Hackett, RN | Marites Nito, Nutrition Rep |
| Jake McMurray, IR Tech | Mary Ann Gibbs, Housekeeper |
| Jessica Arnet, MRI | Michele Skinner, Medical Tech |
| Juanita Powe, Cardiopulmonology Tech | Michelle Dunn, Surgical Tech |
| Julie Wise, MA | Susan Bagley, Housekeeper |
| Keri Wiker, PCA Transport | Vivian Nguyen, Pharmacist |



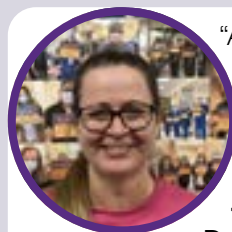
We're building on the successes of other community union healthcare workers!

Our historic wage reopener agreement for Phase 1 job classes is following in the footsteps of our fellow union siblings in SEIU Healthcare 1199NW at Harborview Medical Center, UWMC – Northwest, and Swedish Medical Center who won historic wage increases in 2022, as well as fellow union nurses at Seattle Children's, Overlake, and Tacoma General.

Did you know?

- ★ These other hospitals bargained total wage increases that span over two and a half years or longer – our agreement only covers one and a half years, moving us further in the market, faster!
- ★ This is the largest one-time raise any union nurse has gotten in our region in the recent wage wins
- ★ This raise will mean MAs at Valley will be the highest paid in the region
- ★ Union hospitals in our region set the stage for major wage increases, however, those wage increases span across two and a half years or longer! Our raise will go into effect all at once, maximizing the impact of our increases.

Medical Center who won historic wage increases in 2022, as well as fellow union nurses at Seattle Children's, Overlake, and Tacoma General.



"After difficult conversations, we have overwhelmingly ratified Phase 1 with the supermajority voting 'Yes!' This is a historic win, and I am hopeful the wins continue in Phase 2."

- Danielle Hackett , RN Emergency Department and Bargaining Team Member

We won groundbreaking raises for our Phase 1 job classes starting February 5

Registered Nurses – \$6.50 increase an hour or 12%, whichever is higher

Interventional Radiology Techs I and II – \$6.50 increase an hour or 12% whichever is higher

Pharmacy Tech I and II – \$3.75/hour or 11.25% increase, whichever is higher

Medical Assistants I and II – \$3.75/hour or 10% increase, whichever is higher

Surgical Techs (Cert and Non-cert) – \$3.75/hour or 10% increase, whichever is higher

Lab Support – \$3.00/hour or 11% increase, whichever is higher.



“I am super excited for big wins in Phase 2 after seeing what our bargaining team has accomplished in Phase 1. It is high time that management shows us they respect by paying us the higher wages instead of themselves.”

- Lynda Roberson, Sonographer Tech and Bargaining Team Member

We are all impacted by Phase 2 negotiations beginning soon

What are we negotiating in Phase 2?

Premiums and Differentials for ALL job classes

- ★ On-call
- ★ Night
- ★ Weekend
- ★ Charge RN
- ★ Lead

Wage increases for the following job classes (all of us!)

- ★ Anesthesia Techs
- ★ Assistant Couriers
- ★ Café Workers
- ★ Cardiopulmonary Techs
- ★ Case Managers
- ★ Caterers
- ★ Central Processing Techs
- ★ Cooks
- ★ CT Techs
- ★ Distribution Techs and Coordinators
- ★ END Techs
- ★ Endo Techs
- ★ ED Techs
- ★ Housekeepers
- ★ Imaging Assistants
- ★ Kitchen Workers
- ★ Lactation Consultants
- ★ LPNs
- ★ Linen Aides
- ★ Mammo Techs
- ★ Medical Lab Techs
- ★ Medical Techs
- ★ MRI
- ★ Nuclear Med Techs
- ★ Nursing Residents
- ★ Nutrition Reps
- ★ PCAs
- ★ PET Techs
- ★ Pharmacists
- ★ Pharmacy Assistants
- ★ Physical Therapist Assistants
- ★ Polysonographic Techs
- ★ Radiology Techs
- ★ Receiving Storeroom Clerks
- ★ Rehab Aides
- ★ Respiratory Therapists
- ★ Security Officers
- ★ SPD Techs
- ★ SST
- ★ Staffing Coordinators
- ★ Tech Lab Assistants
- ★ Ultrasound Techs
- ★ Unit Secretaries
- ★ Monitor Techs
- ★ Warehousepersons



“It was nice to see management putting their best foot forward. I am so hopeful that they continue to do the same for all job classes in Phase 2.”

- Jessica Arnett, MRI Tech and Bargaining Team Member

Next Steps:

- Talk to a member of our Bargaining Team
- Fill out a membership card – by staying united we have the power to win great standards.



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