


# We are now Bargaining Phase 2: Management's Proposal is Not Enough!

This week, our bargaining team had their first meeting with Valley administration to bargain an economic reopener for Phase 2 job classes. We showed management that we will continue united for Phase 2 and RN, Service, Pro-techs, Pharmacy, LPN and Case Management workers are bringing their voices. We are excited to announce the addition of more team members that shared their experiences working short staffed and other patient safety concerns.

**Valley's proposals are not enough!** We need Valley to have the same sense of urgency for Phase 2 that they had for Phase 1. Their wage proposals are not even close to what we need. We must continue to put pressure on management so that they respond to our proposal with percentages closer to what we deserve.

### Our Bargaining Team:

Abdul Jibril, PCA Float Pool	Juanita Powe, Cardiopulmonary Tech	Sarah Snyder, Case Manager
Caesar Tuguinay, RN Float Pool	Julie Wise, Medical Assistant	Susan Bagley, EVS
Chris Lopez, RN	Katherine Ruiz, PCA	Vivian Nguyen, Pharmacist
Cori Lucas, RN	Liz Dryfoos, RN	
Cynthia Tufono, Cook	Lynda Roberson, Sonographer Tech	
Danielle Hackett, RN	Mandy Becker, RN	
Jake McMurray, Interventional Radiology Tech	Marites Nito, Nutrition Rep	
Jennifer Cook, RN	Mary Ann Gibbs, EVS	
Jennifer Ramirez, Endoscopy Tech	Michele Skinner, Medical Technologist	
Jessica Arnett, Radiology MRI	Michelle Dunn, Surg Tech	
John Chan, Pharmacist	Nakia Dowell, Certified Anesthesiology Tech	



“Although some of the language used by management during negotiations was to try to separate us, we stood as a united front #NoOneLeftBehind.” - **Nakia Dowell, Certified Anesthesia Tech and Bargaining Team Member**

Our wage proposal for the job classes in Phase 2 are based on comparisons between the following hospitals:

- ★ Seattle Childrens
- ★ St. Joes
- ★ UW Medical Center - Montlake
- ★ Harborview Medical Center
- ★ St. Anne's
- ★ Northwest Hospital
- ★ Good Sam
- ★ Swedish and Swedish Edmonds
- ★ Overlake
- ★ Tacoma General

The bargaining team's wage proposal includes across the board increases for all jobs not included in Phase 1, and for job classes that are behind on wages compared to other hospitals.

“We need these raises because we have been working hard for so long doing two jobs as PCA and Phlebotomy combined. Management is trying to divide us but united we are stronger to reach our goals.” - **Abdul Jibril, PCA Float Pool and Bargaining Team Member**



“Once again our unity is called upon, whether your wage adjustment was negotiated in Phase 1 or it is currently negotiated in Phase 2, our different job classes are interdependent. We succeed delivering excellent patient care when everyone is lifted up and each job class is respected and valued. Cost of living have skyrocketed up, it has affected everyone. No employees should depend on overtime or work 2-3 jobs to make ends meet.” - **Caesar Tuguinay, RN Float Pool, Bargaining Team Member**