Valley Medical Center February 23, 2023

BARGAINING UPDATE

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 | of the party |
| Jake McMurray, Interventional Radiology Tech | Marites Nito, Nutrition Rep | Capacian and a Qi |
| 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

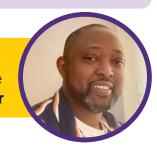
Our wage proposal for the job classes in Phase 2 are based on comparisons between the following hospitals:

- Seattle Childrens
- ★ Harborview Medical Center
- ★ Good Sam
- ★ Overlake

- ★ St. Joes
- ★ St. Anne's
- Swedish and Swedish Edmonds
- ★ 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



UW Medical Center - Montlake

Northwest Hospital



'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



