



One Valley, One Union! Together we will thrive

We're standing together across job classes and our actions are moving management in the right direction. Valley knows that we are united as one Valley, one union and their efforts to divide us are only making us stronger. We are at the bargaining table more united than ever, and our bargaining team represents all contracts, including those who already got their raises in Phase 1, making sure no one is left behind.

"Every employee here at VMC is imperative to make this hospital function. We will continue to remain a united front to fight for our well-deserved wage increases across the board."

- Vanessa Ledezma, ER Med Surg Tech and Bargaining Team Member



We voiced our concerns to Valley's Board of Commissioners

Valley Board of Commissioners (BOC, otherwise referred to as the "District Board"), oversees the District's taxes and certain non-healthcare related functions. We delivered a strong message to them during their meeting at the beginning of the month. We told them that we deserve wages that will recruit and retain us, and after our retention bonuses on April 21, we are going to see more coworkers leave if we don't see significant raises like other UW hospitals, as well as retro pay for Phase 2 job classes to February 6 when Phase 1 got their raises. While board members were not allowed to respond to us, we felt they were very receptive and listened to our demands for fair treatment and respect.



Our unity chain action showed management that we stand together

We delivered our unity chain to management with messages from hundreds of us voicing what fair wages mean to us. Our unity link is a symbol of our strength and unity between job classes.



We are still fighting for wages that recruit and retain for all job classes

Our actions are working - this week in negotiations, we saw better movement from management towards our priorities and values. However, we know management can do better in valuing all of our work for our patients and community. Many job classes are still not recognized for market-based adjustments in management's proposal, and we won't stop bargaining until they are included. **We are continuing bargaining next week and we call on management to give us the raises we deserve now!**

"The message from management was clear: they do not equally value all positions at this hospital. Our message was equally clear: we are not going to accept an offer that leaves our coworkers behind. We will continue to fight to be heard, be understood, and to be valued."

- Sarah Snyder, Case Manager and Bargaining Team Member



"We have made incremental progress in wage negotiations with management so far, and we are getting closer to agree to across-the-board increases. What's not acceptable is the fact that they have removed a majority of job classes from getting the market adjustments that they deserve. We have much work ahead, but I have confidence in the unity and passion of our team members which will make us come out on top!"

- John Chan, Retail Pharmacy and Bargaining Team Member

