

We voted YES on historic wage increases for all of us!



Together across all job classes and units, we won new wage increases that will help us recruit and retain staff, improve quality of life for us and our families, and protect patient care. With an overwhelming majority of us voting YES to ratify our new contracts, our new wages will be dated to April 2, 2023 and will show up on our April 21, 2023 paychecks.

We stood united to win this wage reopener, and continued to take action to move management to prioritize high wage increases for all of us. We are the reason for these historic wage increases. Valley Medical Center management sees us as a powerful, united group of workers who will not be divided – we really are **One Valley, One Union!**

“We stuck together. We fought together. One team. One fight. No job class was left behind. Across the board wage increases for everyone! To those of you who donated your vacation hours to us on the bargaining team, thank you so much. Your donations helped many of us be present to fight for these wages for all of us. We couldn’t have done it without your support!” - **Juanita Powell, Cardiopulmonary Tech II, Bargaining Team Member**



Everyone in every job class won at least an 8.5% increase in our wages starting April 2!

On average, every job class began this wage reopener behind the market wages for our jobs. That is why we were able to win such a significant across-the-board increase of 8.5%.

However, not every job would be competitive for recruitment and retention without an additional market-based increase. That’s why our bargaining team fought until the very end to include market adjustments for jobs that continued to fall behind market.

“After a long hard fight, we did it! As a single mom, this raise really does help put me at a sense of financial stability. I think this will also help other single moms like me, I see it being a big impact in our lives in this economy. Thank you for believing in those of us on the bargaining team, sticking with us, and standing by us, participating in action. If we keep standing together in unity, we can keep winning.”

- **Nakia Dowell, Anesthesia Tech, Bargaining Team Member**



“The agreement will help me pay down my debt faster, while still being able to afford necessities like groceries and gas. It helps our social workers keep up with our peers at other hospitals, showing in concrete terms that Valley is a great place to work.” - **Sarah Snyder, Case Manager, Bargaining Team Member**



The following jobs will be receiving an additional market-based increase:

Additional 3% market adjustment for:

- ★ Barista
- ★ Café Worker
- ★ Case Manager
- ★ Cardiopulmonary Tech
- ★ Central Processing Tech II
- ★ ER Med Surg Tech
- ★ Linen Aide
- ★ Med Technologist
- ★ Med Technologist - Reg Elig
- ★ Medical Technologist Coord
- ★ MRI-ARRT
- ★ MRI-ARRT MR
- ★ Patient Care Assistant
- ★ PCA/HCA
- ★ US/PCA
- ★ US/PCA/HCA
- ★ PT Assistant
- ★ Radiologic Technologist-ARRT
- ★ Radiologic Technologist-Reg Elig
- ★ Rehab Aide
- ★ Respiratory Therapist I
- ★ Respiratory Therapist II
- ★ SST
- ★ Supportive and Palliative Care Specialist

Additional 1.5% market adjustment for:

- ★ LPN I
- ★ LPN II
- ★ Mammo Tech – ARRT
- ★ Endo Techs (will continue to stay on the MA wage scale)

We also won improvements to our premiums and differentials:

Charge Nurse and Lead Premiums:

- ★ RN Charge Nurse Premium: \$2.75 (a .50c increase!)
- ★ Service Lead Premium: \$1.50 (a .50c increase!)
- ★ Pharmacist and Protech: \$2.00 (a .50c increase!)

Night Shift Differential:

- ★ Case Management: \$2.75 (a .90c increase!)
- ★ RN: \$4.50 (a .50c increase!)
- ★ LPN: \$3.00 (a .50c increase!)
- ★ Pharmacist: \$4.50 (a \$1 increase!)

Weekend Differential:

- ★ Case Management: \$2.50 (a .75c increase!)

On-call Premium:

- ★ Service: \$4.00 (a .75c increase!)
- ★ RN and Protech: \$4.50/hour for first 50 hours in a pay period; \$6.50/hour for all hours beyond 50 in a pay period

Our wins in Phase 2 follow our historic wage increases in Phase 1 bargaining:

Registered Nurses and 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 and Surgical Techs (Cert and Non-cert):

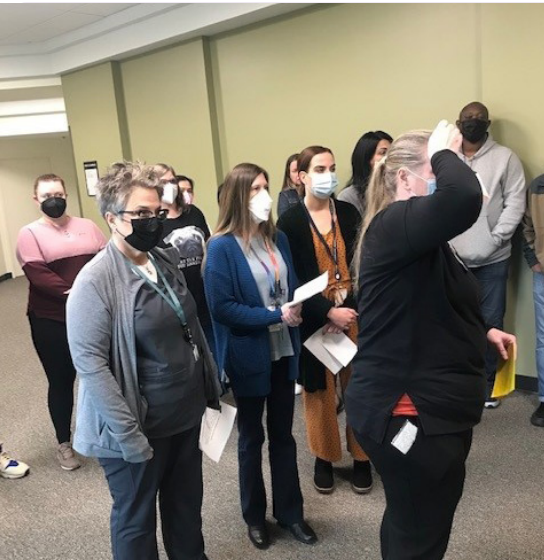
- ★ ★\$3.75/hour or 10% increase, whichever is higher

Lab Support:

- ★ ★\$3.00/hour or 11% increase, whichever is higher

Our Bargaining Team:

Abdullahi Jibril, PCA Float Pool	Jessica Arnett, MRI Tech	Mary Ann Gibbs, EVS
Caesar Tuguinay, RN Float Pool	John Chan, Retail Pharmacy	Michele Skinner, Medical Technologist Lab
Chris Lopez, RN General Medicine	Juanita Powe, Cardiopulmonary Tech	Michelle Dunn, Surgical Tech
Cori Lucas, RN ED and CCU	Julie Wise, Medical Assistant Neuroscience Clinic	Nakia Dowell, Anesthesiology Tech
Cynthia Tufono, Cook	Katherine Ruiz, PCA 3E	Sarah Snyder, Case Manager
Danielle Hackett, RN Emergency Department	Liz Dryfoos, RN Birth Center	Susan Bagley, EVS
Jake McMurray, IR Tech Special Procedures	Lynda Roberson, Sonographer Tech VDI	Vanessa Ledezma, ER Med Surg Tech
Jennifer Cook, RN Joint and Spine	Mandy Becker, RN General Surgery	Vivian Nguyen, Pharmacy
Jennifer Ramirez, Endoscopy Tech	Marites Nito, Nutrition Rep	



Welcome Discharge Coordinators to our union!

Our union is growing! Send a big welcome to our newest union colleagues, the Discharge Coordinators. They informed management last week of their intention to join us and build power together. Congratulations and welcome.

If you donated vacation hours to the bargaining team, thank you! If they were not used, you will not see a change in your vacation bank.