



Our Unity Won Us
Historic New Wages!

The new wage scales that our bargaining team negotiated for and won are here! On April 21, the historic wage increases were applied to our paychecks. This is the result of all of us standing up to management to win the wages we deserve.

This major victory for all of us at VMC will have huge impacts on our day-to-day lives. These wage increases will ease the financial hardship we experience from rising housing costs, inflation, and the cost to commute to work at Valley Medical.

"We received our historic wage increases that help all employees to support their family's needs. This increase helps me not have to think twice to stay here and to do my best every day.

This wage reopener opens the door to recruit and retain our best employees.

In Dietary, we are one of the most important jobs. We make sure we give our patients, community and staff what they need and we feel good and proud that we are 'union strong'. Let's continue to support each other so no one is left behind. When we fight, we win...." - Marite Nito, Nutrition Rep, FMNS

Department



Table with 12 columns: RN, Case Manager, Interventional Radiology Tech I, Interventional Radiology Tech II, Surgical Technician Cert, Surgical Technician Non-Cert, Lab Sup, MA 1, MA 2, PHARM1, PHARM2. Rows include Base, Step 1 through Step 30.



"When your wage is at the end of the pay scale, there is very little opportunity for upward movement. When you don't have a good wage, you are always behind or must play catch up to make ends meet. This wage reopener has allowed my earnings to be closer to the area standard and help me to be more secure in my life." - Lynda Robertson, Sonographer tech

Lynda Robertson, Sonographer tech

"My coworkers have been cashing out their vacation time to help pay their bills and working a crazy amount of overtime and extra days. This raise will help with the absurdly high cost of living these days. With any luck it will also help us to recruit and retain much needed staff."

- Mary Ann Gibbs, EVS



Victory for Healthcare in Olympia!

Healthcare workers won here in Washington State by passing WA Safe at Work legislation, which addresses workplace injuries, and WA Safe and Healthy legislation, which addresses safe staffing in hospitals. This victory was possible because so many of us from different job classes and walks of life took action and are members of the Healthcare Leadership Fund (HLF).

Our HLF is our way to pool our resources to elect leaders to office who will stand with us instead of the wealthy elite. Our elected Executive Board votes on how our Healthcare Leadership Fund resources are dispersed and who we are endorsing as a union. Our dues cannot be spent on political candidates, and that's why we stand together by donating to the Healthcare Leadership Fund! If you are not a member of the HLF, scan the QR code to join.



"The Healthcare Leadership Fund helps healthcare workers advocate for changes that impact our workforce including our recent safe staffing bill. Members who support the Healthcare Leadership Fund help elect leaders who will pass legislation to improve the future of healthcare work. I contribute each month because I feel passionate about creating change and I encourage you to do the same."

- Cori Lucas, RN, Critical Care Unit



hlfseiu1199nw.org

Welcome Our New Executive Board Member Representing Pro-techs From Valley Medical Center

Introducing our newest Executive Board Member Lynda Roberson! Lynda has been at Valley Medical Center for over 33 years working as a Sonographer at the Outpatient imaging clinic at VDI. Lynda was part of the Professional Technicians contract negotiations that took place over the last year to bring in over 300 workers to our union. Lynda has been working hard to make sure that VMC is a place where everyone is treated with respect. Congratulations to Lynda on becoming the newest Executive Board Member of 1199NW!



Our union is moving to a new office building!

This month, we will be moving from our current Renton office to a new building in Kent. Please update your records accordingly!

SEIU Healthcare 1199NW
19823 58th Pl S.
Suite 200
Kent, Washington 98032



	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22				
Anesthesia Technician	29.40	30.26	31.20	32.11	33.04	34.09	35.08	36.15	37.25	38.38	39.52	40.09	40.70	41.32	41.92	41.92	43.19	43.19	44.45	44.45	45.79	46.93	48.09				
Assistant Courier	17.95	18.52	19.07	19.68	20.25	20.83	21.49	22.11	22.79	23.47	23.85	24.17	24.54	24.89	24.89	24.89	25.66	25.66	26.41	26.41	27.90	28.59	29.16				
Breast Imaging Technologist	39.59	40.81	42.02	43.28	44.55	45.90	47.07	48.48	49.93	51.42	52.95	52.95	54.29	54.29	55.90	55.90	57.59	57.59	59.32	59.32	60.79	60.79	63.23	63.23	65.14	65.14	66.45
Café Worker	19.11	19.66	20.28	20.88	21.44	22.12	22.80	23.46	24.15	24.88	25.63	26.05	26.40	26.79	27.21	27.21	28.04	28.04	28.86	28.86	29.73	30.47	31.23				
Cardiopulmonary Tech	23.15	23.87	24.59	25.34	26.08	26.84	27.66	28.50	29.34	30.23	31.11	31.62	32.07	32.55	33.05	33.05	34.01	34.01	35.03	35.03	36.09	36.98	37.91				
Case Manager - OM	38.34	39.49	40.68	41.90	43.16	44.46	45.78	47.16	47.86	48.59	49.32	50.05	50.80	50.80	51.56	52.34	53.12	53.92	53.92	54.74	55.54	56.37	58.07				
Caterer	22.52	23.23	23.92	24.66	25.38	26.12	26.92	27.73	28.55	29.41	30.27	30.77	31.20	31.67	32.16	32.16	33.09	33.09	34.09	34.09	35.12	35.99	36.89				
Central Processing Tech II	23.15	23.87	24.59	25.34	26.08	26.84	27.66	28.50	29.34	30.23	31.11	31.62	32.07	32.55	33.05	33.05	34.01	34.01	35.03	35.03	36.09	36.98	37.91				
Cook	22.52	23.23	23.92	24.66	25.38	26.12	26.92	27.73	28.55	29.41	30.27	30.77	31.20	31.67	32.16	32.16	33.09	33.09	34.09	34.09	35.12	35.99	36.89				
COTA	26.79	27.55	28.42	29.25	30.11	31.00	31.92	32.95	33.92	34.95	36.00	36.53	37.05	37.63	38.18	38.18	39.32	39.32	40.52	40.52	41.73	42.77	43.84				
Courier	18.60	19.13	19.74	20.32	20.86	21.53	22.19	22.83	23.50	24.21	24.94	25.35	25.69	26.07	26.47	26.47	27.29	27.29	28.08	28.08	28.93	29.65	30.39				
CT Technologist	41.51	42.74	44.03	45.35	46.71	48.12	49.31	50.81	52.33	53.89	55.50	55.50	56.89	56.89	58.60	58.60	60.35	60.35	62.15	62.15	63.72	63.72	66.27	66.27	68.27	68.27	69.62
CT Technologist - Certified	42.46	43.71	45.04	46.38	47.77	49.22	50.44	51.96	53.52	55.12	56.76	56.76	58.19	58.19	59.94	59.94	61.73	61.73	63.57	63.57	65.18	65.18	67.78	67.78	69.83	69.83	71.21
Distribution Tech	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
Electroneurodiagnostic Tech I	31.45	32.40	33.39	34.38	35.41	36.46	37.40	38.52	39.67	40.86	42.10	42.10	43.14	43.14	44.43	44.43	45.77	45.77	47.13	47.13	48.33	48.33	50.24	50.24	51.73	51.73	52.79
Electroneurodiagnostic Tech II	36.89	38.02	39.14	40.31	41.52	42.76	43.82	45.16	46.50	47.90	49.33	49.33	50.56	50.56	52.09	52.09	53.66	53.66	55.26	55.26	56.64	56.64	58.90	58.90	60.68	60.68	61.90
Electroneurodiagnostic Tech III	42.92	44.28	45.55	46.94	48.33	49.78	51.03	52.56	54.14	55.77	57.43	57.43	58.88	58.88	60.64	60.64	62.47	62.47	64.33	64.33	65.94	65.94	68.58	68.58	70.66	70.66	72.08
Electrophysiology Tech	50.42	51.72	53.09	54.50	55.94	57.43	58.69	60.24	61.86	63.23	64.61	64.61	64.97	64.97	65.69	65.69	67.54	67.54	69.47	69.47	71.09	71.09	73.81	73.81	75.90	75.90	77.38
Endoscopy Technician	26.01	26.66	27.33	28.07	28.80	29.54	30.31	31.13	31.94	32.81	33.68	34.15	34.57	35.04	35.52	35.52	36.47	36.47	37.45	37.45	38.47	39.34	40.23				
ER Med Surg Tech	24.82	25.54	26.29	27.12	27.93	28.76	29.61	30.53	31.43	32.40	33.37	33.90	34.36	34.89	35.42	35.42	36.48	36.48	37.58	37.58	38.71	39.68	40.68				
Grill Cook	20.05	20.68	21.29	21.93	22.57	23.24	23.94	24.65	25.39	26.16	26.95	27.37	27.78	28.20	28.61	28.61	29.46	29.46	30.37	30.37	31.26	32.05	32.85				
Housekeeper	20.05	20.68	21.29	21.93	22.57	23.24	23.94	24.65	25.39	26.16	26.95	27.37	27.78	28.20	28.61	28.61	29.46	29.46	30.37	30.37	31.26	32.05	32.85				
Imaging Assistant	21.08	21.65	22.32	23.00	23.64	24.38	25.12	25.90	26.65	27.44	28.28	28.71	29.13	29.57	30.03	30.03	30.91	30.91	31.81	31.81	32.81	33.65	34.48				
Kitchen Worker	17.95	18.52	19.07	19.68	20.25	20.83	21.49	22.11	22.79	23.47	23.85	24.17	24.54	24.89	24.89	24.89	25.66	25.66	26.41	26.41	27.90	28.59	29.16				
Licensed Practical Nurse	25.25	26.00	26.73	27.54	28.35	29.12	29.95	30.88	31.76	32.69	33.59	34.12	34.63	35.16	35.66	35.66	36.73	36.73	37.84	37.84	38.96	39.94	40.93				
Licensed Practical Nurse II	27.79	28.58	29.41	30.31	31.16	32.03	32.97	33.97	34.93	35.94	36.94	37.50	38.06	38.65	39.22	39.22	40.39	40.39	41.61	41.61	42.85	43.93	45.03				
Lift Team Tech	21.75	22.43	23.09	23.79	24.54	25.25	26.00	26.79	27.57	28.42	29.25	29.70	30.14	30.59	31.02	31.02	31.93	31.93	32.94	32.94	33.91	34.74	35.62				
Linen Aide	19.11	19.66	20.28	20.88	21.44	22.12	22.80	23.46	24.15	24.88	25.63	26.05	26.40	26.79	27.21	27.21	28.04	28.04	28.86	28.86	29.73	30.47	31.23				
Mammo Technologist-ARRT	37.54	38.65	39.83	41.01	42.24	43.51	44.61	45.94	47.30	48.74	50.19	50.19	51.47	51.47	53.01	53.01	54.58	54.58	56.22	56.22	57.62	57.62	59.95	59.95	61.72	61.72	62.96
Materials Assistant	24.15	24.86	25.58	26.39	27.18	27.98	28.82	29.71	30.59	31.53	32.47	32.98	33.44	33.95	34.47	34.47	35.50	35.50	36.56	36.56	37.67	38.62	39.58				
Med Lab Tech - Reg Elig	27.34	29.14	30.07	31.03	32.00	32.99	33.88	34.95	36.03	37.16	38.31	38.31	39.33	39.33	40.55	40.55	41.81	41.81	43.12	43.12	44.25	44.25	45.95	45.95	47.38	47.38	48.33
Med Technologist - Reg Elig	34.51	35.60	36.69	37.84	39.04	40.26	41.31	42.59	43.92	45.29	46.70	46.70	47.90	47.90	49.39	49.39	50.91	50.91	52.47	52.47	53.84	53.84	56.06	56.06	57.79	57.79	58.95
Medical Lab Technician	30.34	32.20	33.18	34.17	35.19	36.25	37.18	38.29	39.44	40.62	41.84	41.84	42.89	42.89	44.16	44.16	45.47	45.47	46.85	46.85	48.01	48.01	49.86	49.86	51.34	51.34	52.35
Medical Technologist	37.88	39.04	40.20	41.39	42.62	43.91	45.01	46.36	47.77	49.19	50.65	50.65	51.93	51.93	53.48	53.48	55.08	55.08	56.73	56.73	58.17	58.17	60.49	60.49	62.31	62.31	63.56
Medical Technologist Coord	41.69	42.93	44.20	45.55	46.91	48.32	49.52	51.01	52.53	54.12	55.74	55.74	57.12	57.12	58.85	58.85	60.60	60.60	62.44	62.44	63.98	63.98	66.57	66.57	68.88	68.88	70.27
MRI Tech-ARRT	43.89	45.20	46.54	47.97	49.39	50.87	52.15	53.72	55.30	56.98	58.68	58.68	60.15	60.15	61.95	61.95	63.81	63.81	65.74	65.74	67.39	67.39	70.07	70.07	72.19	72.19	73.61
MRI-ARRT MR	45.31	46.67	48.07	49.51	51.00	52.53	53.87	55.45	57.12	58.84	60.60	60.60	62.12	62.12	63.99	63.99	65.91	65.91	67.89	67.89	69.59	69.59	72.36	72.36	74.53	74.53	76.02
Nuclear Med Tech	45.40	46.73	48.15	49.60	51.07	52.62	53.92	55.53	57.19	58.92	60.69	60.69	62.20	62.20	64.06	64.06	66.00	66.00	67.99	67.99	69.67	69.67	72.46	72.46	74.64	74.64	76.13

	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22				
Nuclear Med Tech Coord	47.44	48.84	50.33	51.83	53.37	54.99	56.35	58.05	59.77	61.56	63.43	63.43	65.00	65.00	66.96	66.96	68.96	68.96	71.05	71.05	72.79	72.79	75.72	75.72	78.00	78.00	79.57
Nuclear Med Technologist-Reg Elig	41.58	42.84	44.12	45.44	46.79	48.18	49.42	50.90	52.42	54.00	55.60	55.60	57.01	57.01	58.69	58.69	60.48	60.48	62.28	62.28	63.83	63.83	66.39	66.39	68.40	68.40	69.77
Nutrition Rep	22.52	23.23	23.92	24.66	25.38	26.12	26.92	27.73	28.55	29.41	30.27	30.77	31.20	31.67	32.16	32.16	33.09	33.09	34.09	34.09	35.12	35.99	36.89				
Patient Care Assistant - PCA	21.66	22.24	22.94	23.64	24.30	25.05	25.81	26.62	27.38	28.20	29.06	29.50	29.94	30.38	30.86	30.86	31.77	31.77	32.69	32.69	33.72	34.58	35.43				
PCA-HCA	23.15	23.87	24.59	25.34	26.08	26.84	27.66	28.50	29.34	30.23	31.11	31.62	32.07	32.55	33.05	33.05	34.01	34.01	35.03	35.03	36.09	36.98	37.91				
PET Technologist	44.32	45.67	47.03	48.42	49.88	51.40	52.67	54.27	55.89	57.54	59.30	59.30	60.78	60.78	62.58	62.58	64.47	64.47	66.39	66.39	68.05	68.05	70.80	70.80	72.92	72.92	74.38
Pharmacist - Clinical	69.31	70.53	71.76	73.02	74.29	75.59	76.92	78.27	79.64	81.04	83.46	83.46	85.96	85.96	88.54	88.54	91.19	0.00	0.00	0.00	0.00						
Pharmacist - Retail	69.91	70.96	72.02	73.10	74.19	75.30	76.44	76.44	77.58	77.58	78.74	78.74	79.93	79.93	81.11	81.11	0.00	0.00	0.00	0.00							
Pharmacist - Staff	66.47	67.47	68.47	69.52	70.54	71.60	72.67	73.77	74.88	75.99	78.28	78.28	80.63	80.63	83.04	83.04	85.53	0.00	0.00	0.00	0.00						
Pharmacy Assistant	20.06	20.67	21.29	21.93	22.57	23.25	23.94	24.64	25.39	26.16	26.95	27.37	27.78	28.20	28.61	28.61	29.46	29.46	30.37	30.37	31.27	32.05	32.84				
Physical Therapy Assistant	27.53	28.31	29.20	30.06	30.94	31.86	32.80	33.86	34.85	35.91	37.00	37.54	38.08	38.67	39.24	39.24	40.41	40.41	41.65	41.65	42.88	43.95	45.06				
Polysonographic Technologist I	34.04	35.05	36.11	37.18	38.30	39.46	40.44	41.65	42.90	44.18	45.52	45.52	46.66	46.66	48.05	48.05	49.51	49.51	50.98	50.98	52.25	52.25	54.35	54.35	55.99	55.99	57.10
Polysonographic Technologist II	36.93	38.04	39.18	40.35	41.56	42.81	43.87	45.20	46.56	47.95	49.37	49.37	50.63	50.63	52.15	52.15	53.71	53.71	55.32	55.32	56.69	56.69	58.97	58.97	60.74	60.74	61.95
Pulmonary Function Tech	34.52	35.56	36.63	37.73	38.84	40.00	41.01	42.24	43.51	44.82	46.17	46.17	47.32	47.32	48.74	48.74	50.20	50.20	51.70	51.70	52.98	52.98	55.11	55.11	56.78	56.78	57.91
RAD Technologist-ARRT	38.57	39.73	40.93	42.16	43.41	44.71	45.84	47.21	48.63	50.10	51.59	51.59	52.88	52.88	54.47	54.47	56.10	56.10	57.78	57.78	59.22	59.22	61.61	61.61	63.44	63.44	64.71
RAD Technologist-Reg Elig	32.48	33.46	34.46	35.49	36.57	37.66	38.61	39.77	40.95	42.18	43.45	43.45	44.53	44.53	45.88	45.88	47.25	47.25	48.67	48.67	49.89	49.89	51.87	51.87	53.43	53.43	54.51
Rehab Aide	21.66	22.24	22.94	23.64	24.30	25.05	25.81	26.62	27.38	28.20	29.06	29.50	29.94	30.38	30.86	30.86	31.77	31.77	32.69	32.69	33.72	34.58	35.43				
Rehab Mobility Aide	22.35	23.05	23.73	24.46	25.22	25.94	26.72	27.53	28.32	29.2	30.06	30.52	30.98	31.43	31.88	31.88	32.82	32.82	33.85	33.85	34.84	35.7	36.6				
Respiratory Therapist I	31.99	32.96	33.93	34.96	36.00	37.06	38.01	39.14	40.34	41.52	42.78	42.78	43.84	43.84	45.16	45.16	46.52	46.52	47.92	47.92	49.09	49.09	51.08	51.08	52.59	52.59	53.64
Respiratory Therapist II	36.33	37.41	38.55	39.69	40.88	42.09	43.16	44.43	45.78	47.16	48.57	48.57	49.78	49.78	51.28	51.28	52.82	52.82	54.40	54.40	55.75	55.75	57.99	57.99	59.74	59.74	60.92
Security Officer	23.34	24.03	24.74	25.52	26.24	27.06	27.87	28.69	29.53	30.40	31.35	31.79	32.29	32.77	33.23	33.23	34.24	34.24	35.25	35.25	36.31	37.22	38.14				
SPD Coord	26.79	27.55	28.42	29.25	30.11	31.00	31.92	32.95	33.92	34.95	36.00	36.53	37.05	37.63	38.18	38.18	39.32	39.32	40.52	40.52	41.73	42.77	43.84				
SPD Tech	21.75	22.43	23.09	23.79	24.54	25.25	26.00	26.79	27.57	28.42	29.25	29.70	30.14	30.59	31.02	31.02	31.93	31.93	32.94	32.94	33.91	34.74	35.62				
SPD Tech II	22.52	23.23	23.92	24.66	25.38	26.12	26.92	27.73	28.55	29.41	30.27	30.77	31.20	31.67	32.16	32.16	33.09	33.09	34.09	34.09	35.12	35.99	36.89				
SST	23.98	24.70	25.42	26.22	26.96	27.81	28.64	29.48	30.35	31.24	32.21	32.67	33.18	33.67	34.15	34.15	35.19	35.19	36.23	36.23	37.32	38.24	39.19				
Staffing Coordinator	24.97	25.70	26.51	27.31	28.14	28.94	29.83	30.74	31.65	32.56	33.56	34.05	34.57	35.10	35.60	35.60	36.67	36.67	37.78	37.78	38.93	39.90	40.89				
Supportive and Palliative Care Spec	38.34	39.49	40.68	41.90	43.16	44.46	45.78	47.16	47.86	48.59	49.32	50.05	50.80	50.80	51.56	52.34	53.12	53.92	53.92	54.74	55.54	56.37	58.07				
Tech Lab Assistant	23.34	24.03	24.74	25.52	26.24	27.06	27.87	28.69	29.53	30.40	31.35	31.79	32.29	32.77	33.23	33.23	34.24	34.24	35.25	35.25	36.31	37.22	38.14				
Telemetry Tech	22.52	23.23	23.92	24.66	25.38	26.12	26.92	27.73	28.55	29.41	30.27	30.77	31.20	31.67	32.16	32.16	33.09	33.09	34.09	34.09	35.12	35.99	36.89				
Ultrasound Tech-Reg Elig	39.59	40.81	42.02	43.28	44.55	45.90	47.07	48.48	49.93	51.42	52.95	52.95	54.29	54.29	55.90	55.90	57.59	57.59	59.32	59.32	60.79	60.79	63.23	63.23	65.14	65.14	66.45
Unit Secretary	22.52	23.23	23.92	24.66	25.38	26.12	26.92	27.73	28.55	29.41	30.27	30.77	31.20	31.67	32.16	32.16	33.09	33.09	34.09	34.09	35.12	35.99	36.89				
Unit Secretary Monitor Tech	22.53	23.24	23.93	24.65	25.37	26.12	26.92	27.73	28.54	29.41	30.28	30.76	31.20	31.68	32.15	32.15	33.09	33.09	34.08	34.08	35.13	35.99	36.89				
US/PCA	23.15	23.87	24.59	25.34	26.08	26.84	27.66	28.50	29.34	30.23	31.11	31.62	32.07	32.55	33.05	33.05	34.01	34.01	35.03	35.03	36.09	36.98	37.91				
Ultrasound Tech-ARDMS	43.66	44.95	46.30	47.70	49.13	50.59	51.86	53.41	55.03	56.68	58.38	58.38	59.83	59.83	61.63	61.63	63.46	63.46	65.37	65.37	67.02	67.02	69.70	69.70	71.77	71.77	73.23
Warehouseperson	21.75	22.43	23.09	23.79	24.54	25.25	26.00	26.79	27.57	28.42	29.25	29.70	30.14	30.59	31.02	31.02	31.93	31.93	32.94	32.94	33.91	34.74	35.62				