



One Valley: From the frontline to the bargaining table

We are united for benefits that support all of us!



Secure and reliable benefits would show that Valley is invested in taking care of us so that we can care for our community. During our membership meetings and votes on our priority contract proposals, it was clear that we need improvements to our benefits, and we are ready to take action to secure them.

Securing our retirement for our future

When VMC froze the employer contributions to our retirement plans during the pandemic, they put our futures at risk. Together, as a union, we acted and stood in solidarity to demand VMC to return those funds to our retirement accounts plus interest. Now, we need Valley to commit to securing our future.



“When Valley made unilateral changes to retirement, it broke our trust. We have to make sure that Valley doesn’t suspend it again. Working in healthcare as frontline workers is physically and mentally and emotionally exhausting. When we retire we need to see something helpful to us. It is a retention tool. I hope management will see this the way we see. It’s important we take care of our coworkers.”

–Caesar Tuginay, RN Float Pool

Standing united for better sick leave



All of us across UW Medicine and here at Valley Medical Center deserve sick leave we can count on that makes sure we do not have to come to work sick, or else risk being disciplined or terminated. Loved ones at home should know that we can stay home to provide care for our family when they need us to. The number of sick hours we can accrue each month is far below what will support us and over half of us have less than a full day of sick time in our vested sick banks. It’s time for us to modernize our sick leave into one bank with accruals.

“We are very far behind our UW colleagues, and we need to keep up. I have a personal story: when my son was born we almost lost him, he almost died 3 times from respiratory problems. When he gets sick, I need to be with him, I don’t trust him with anyone else. With the sick time we have, I can’t even take half the day off. I can’t take the time off. I also have a 3-year-old who gets sick, I can’t even take care of myself. I need to be with him when he’s sick. I’m not the only one with a story like this. It’s not enough, we need to keep up.”

–Julie Wise, MA, Oncology Clinic



At bargaining on April 24, we sent a clear message that these are key priorities for Valley to bargain:

- ✓ Maintenance of retirement benefits. This means that for the life of our contract, VMC cannot make changes or discontinue contributions to our retirement accounts.
- ✓ Increase the employer base contribution to invest in securing a retirement we can count on and add a new retirement base contribute tier for people with 10-19 years of service.
- ✓ Modernize sick leave accruals and banks to match UW Medicine that allows us to accrue enough time and access it when we need it, as well as increase our cash out ability.
- ✓ Increase our vacation and holiday benefits so that we can take the time of we need to be our best when we are at work.
- ✓ Inclusion of Pro Tech with the SEIU Healthcare 1199NW Multi-Employer Training Fund.



Take action in support of our proposals!

Sign the unity petition to show we are standing together for a fair contract!

Donating vacation hours shows your support for the bargaining team and ensures they are at the negotiation table to make decisions on what matters most.

Union membership shows Valley how strong we are and that we will take action together to win a great contract. If you're not yet a member, sign up today.

Unity Petition



1199nw.org_3UebXDm

Vacation Donation



1199nw.org/3JAcURx

Join SEIU



1199nw.org_4bVfizi



"I choose to work at Valley for 35 years because it's a great place to work. We have worked hard as a union to get the benefits we have and we're continuing to work towards making them even better. We benefit from our union because together we can hold our employer to higher standards. Being a union member shows that we will always have someone in our corner when it comes to all our working conditions." **-Dawn Selz, RN, Pediatrics**

