



One Valley: From the frontlines to the bargaining table

We voted **YES** on our bargaining priorities and have our first bargaining session on April 16!

At Valley Medical Center, we have the power of over 2300 people across all job classes at the frontlines of patient care, giving us maximum power in bargaining. This year, we can make important improvements that we've needed for years. Over the past week, hundreds of us attended membership meetings to vote on our priorities in bargaining this year. We unanimously voted in favor of our goals in bargaining sending a strong message to Valley administration that we are united and ready to fight for what we need to thrive.

Welcome Discharge Coordinators, Ophthalmology Techs, and Clinical Admin Resource RNs to our union!

Our priorities are based in fundamental union workers' rights:

- ✓ Investing in our wages with increases that return Valley Medical Center to be a wage leader in King County
- ✓ Great benefits that we can count on, that support us, and so we can all be healthy and take care of our families
- ✓ Modernize our sick banks to match other hospitals with more sick time and easier access to the sick time we accrue
- ✓ Improvements to retirement and healthcare with guaranteed protections from unilateral changes
- ✓ Strong staffing protections that mean our patients will get the care they need when they need it
- ✓ A strong union voice at Valley Medical Center and clinics to have a say in changes that impact all of us



"Updating our sick leave policy will be a big part of this year's contract negotiations. As part of the UW system, Valley needs to mirror UW's procedures around sick leave accrual. Our Valley employees are getting 3 hours per month of full time work, UW employees are getting 8 hours. This gap in available sick leave is impacting our employees' ability to take care of themselves and their families and impacting their employment status. We need to and we will fight for sick leave parity to meet the standards of the other UW hospitals and clinics." **-Sarah Snyder, Case Manager**

"We have achieved amazing strides for safe staffing in the past few years, but it's imperative to continue fighting for safe working conditions and adequate break relief. The buddy break system is antiquated and creates an unsafe environment for patients and leads to burnout for nursing staff. Break relief staff will ensure that patients are cared for in a safe manner and that all nursing staff is allowed uninterrupted breaks." **-Cori Lucas, RN, CCU Float Pool**



"Our bargaining team priorities for improving staffing is for safety of us and for safety of our patients. We are all working hard and we deserve the wage increases because everything is getting more expensive. If we all take full effort and stand united we can win." **-Birpal Bhangu, PCA, Cardiac Telemetry**

"For the last decade or more Valley has been determined to decimate the benefits and protections we fought hard to receive and retain. We cannot let them take away our retirement and monetary incentives ever again. It's time to get ready to fight for our rights and we need everyone to participate to show admin we're not playing." **-Lynda Roberson, Sonographer**



Our Bargaining Team

| Dept. | Job Class | Bargaining Team Member |
|---------------------|--------------------|------------------------|
| Float Pool | PCA | Abdullahi Jibril |
| Lab | Med Technologist | Adrienne Nixon |
| ED | RN | Ariane Laird |
| Ophthalmology | Ophthalmology Tech | Amy Aguilar |
| Cardiac Tele | PCA | Birpal Bhangu |
| Float Pool | RN | Caesar Tuguinay |
| Cardiac Tele | RN | Christine Hellmann |
| CT | CT Tech | Cindy Thapa |
| CCU/ED Float | RN | Cori Lucas |
| Float Pool | PCA | Cynthia Benion |
| ED | RN | Danielle Hackett |
| Pediatrics | RN | Dawn Seltz |
| IR | IR Tech | Jake McMurray |
| Breast Health | Ultrasound | Jill Theofelis |
| Pharmacy | Pharmacist | John Chan |
| Birth Center | RN | Jordan Middleton |
| Cardio Pulm | Cardio Pulm Tech | Juanita Powe |
| Oncology Clinic | MA | Julie Wise |
| ED | RN | Lena Martin |
| Birth Center | RN | Liz Dryfoos |
| Radiology | Sonographer | Lynda Roberson |
| Gen Surg 5S | RN | Mandy Becker |
| Infusion Center/EVS | Housekeeper | Mary Ann Gibbs |
| Lab | Med Technologist | Michele Skinner |
| Birth Center | Surg Tech | Michelle Dunn |
| OR | Anesthesia Tech | Nakia Dowell |
| Covington Clinic | MA | Sam Walter |
| Case Management | Case Mgr - SW | Sarah Snyder |
| Pharmacy | Pharmacist | Serena Le |
| EVS | Housekeeper | Susan Bagley |
| Pharmacy | Pharmacist | Vivian Nguyen |



Support our bargaining team members by donating vacation hours!

Vacation Donation:

Support our bargaining team

Donate vacation hours to our bargaining team! Our bargaining team members are making a huge commitment to represent us at the bargaining table. Let's all do our part so our team doesn't have to use up their vacation time to represent us.

Number of hours I authorize to donate (minimum of 4): _____

Print name: _____

Department: _____

Job Class: _____

Signature: _____

Date: _____

By signing above, I agree to donate no less than four vacation hours to help our negotiations with missed shift as a result of negotiations and I authorize Valley Medical Center to deduct these hours from my vacation bank.*

*Hours not needed by negotiations will not be charged.



Make a donation by clipping this form here or by scanning this code here

Vacation Donation



1199nw.org/3AdfKWY



"Our priorities will help us to retain employees because we consistently lose coworkers to other jobs for better pay or better hours. Having us at the bargaining table means having a consistent voice to speak to the impact of management decisions on the quality and safety of patient care. Donating vacation hours validates the voice of the bargaining team and why we need these priorities because it shows we are willing to fight for them." **-Sam Walter, Medical Assistant, Covington Clinic**