



# OUR COMMUNITY SUPPORTS VALLEY AND VALLEY NEEDS TO SUPPORT THE COMMUNITY

## PUBLIC HOSPITAL DISTRICT 1 LEVY LID LIFT PASSES

Our community knows the important role that healthcare workers at VMC play in delivering healthcare for South King County. Passing the levy lid lift will help all of us ensure that Valley has a better chance to navigate our future.

Our hospital district in South King County is the oldest and largest in Washington. We are a diverse community across demographics, culture, and socioeconomic status. 50% of our community are people of color, and more than a quarter are immigrants. Compared to the state, VMC's service area has a higher concentration of children and youth and elders. Many low-income and poor people live in the cities that lie within our Public Hospital District. With members of this community relying on Medicare and Medicaid, funding from the levy, approximately \$40 million annually beginning January 2026, will help Valley secure a more sustainable future.

## WE ARE CALLING ON VALLEY TO SUPPORT OUR COMMUNITY

Residents of the Hospital District voted to invest in our community, and Valley needs to use the increased funding to reinvest back into services our patients need. Our united voice has consistently called for Valley to do the right thing:

- Return healthcare services that were cut this year
- Maintain part-time work opportunities for work life balance
- When making decisions about the future of Valley, listen to local experts who live and work here instead of out-of-town consultants
- No bonuses for executives during these financial challenging times
- Listen to worker input on future strategic partnerships



## VALLEY HAS A RESPONSIBILITY TO ITS COMMUNITY

In stark contrast with its community-based mission, VMC has chosen to severely limit access to outpatient care for low-income patients with Medicaid coverage. To our knowledge, VMC did not provide the state or public with notice of its policy change. Reports from VMC patients, providers, and workers indicate that the access restrictions began in June 2025, when VMC was concerned about a temporary funding delay, but have continued well after that issue was resolved.

Recent internal documents show that VMC has implemented access blocks in its patient scheduling system that allow fewer than 10% of outpatient appointment slots to be scheduled by Medicaid-covered patients. Once those limited slots are filled, no further Medicaid appointments can be booked — even when providers have remaining open capacity. Clinic staff are then directed to defer or deny scheduling for Medicaid patients until a small number of new “Medicaid-eligible” blocks are released. The restrictions apply to patients with managed care and fee-for-service alike.



“I work in an outpatient clinic and learned about these changes. It was upsetting that Valley would put these kinds of restrictions for patients needing care. I’m proud that we are signing onto letters to the governor, Department of Health and the WA Healthcare Authority alerting regulators to join us in holding Valley accountable to providing equitable healthcare.”

**—Lynda Robertson, Sonographer, VDIS Imaging**



# KING COUNTY COUNCIL MEMBER TERESA MOSQUEDA STANDS WITH US

Our elected 1199NW executive board members met with Teresa Mosqueda, our King County Council member. We shared the ongoing concerns as well as what we need Valley to do with the community funding through the levy lid lift. Teresa is committed to standing with the healthcare workers and patients in King County who rely on Valley for care.



## LOW CENSUS PROTECTIONS WINS!

We have paycheck protections in our contracts when there are reductions in daily census or work volumes. The RN and Service contracts include a special bank of hours to keep you at work even when census would otherwise call for sending somebody home. Low Census Protection protects our paychecks and gives us some flexibility to perform non-patient care tasks that keep our departments organized. When it was discovered that the Low Census bank was not being utilized optimally, we filed a grievance and reached a settlement agreement that includes some payout to impacted employees in total over \$100,000. Some members are already seeing this payment on their pay stubs under the title "Legal Settlements."

**Our grievance procedure works to enforce our contract!** Connect with your unit delegate to learn more about how all of us can play a role.



"As an employee that has dedicated my life to the NICU for the last 8 years, I was devastated when I heard the news about decreasing our Level 3 to 2, as well as decreasing our bed space from 20 to 12. This was something that was already implemented, with no input from the individuals that work here. The amount of work that our group put in to implement policies, get approval for the highest level of care machines and supplies, the countless meetings for quality improvement to save as young as 22-week babies was a passion of mine! To see all of this go to waste broke my heart! Babies that could get the care they need in our community now will have to go hospitals much further away. If they did deliver in our NICU, they have to be separated from their family by getting transferred out.

The amount of friends that I shared a passion with left to other hospitals. Providers that won't be coming to our hospital anymore. Broke up a family and unity. The countless days of stress due to low staffing. The list goes on and on. Everyone's lives were impacted due to this change, so I hope that the hospital can reconsider what was done and put the levy money into reconstructing a Level 3 NICU."

**-Victoriya Muratova, RN, NICU**

# THIS LETTER IS REGARDING THE RECENT INCREASES TO EMPLOYEE INSURANCE PREMIUMS

This letter is regarding the recent increases to employee insurance premiums. This is the second time in less than a year that VMC administration has shared dishonest information about insurance changes. Earlier this year, all hospital employees were put in limbo when Valley dropped the very insurance that covers our families, leaving us stressed and confused about where we could go to see a provider for months.

On October 17, Valley sent an e-mail notifying staff that insurance rates would be increasing by 10%. They also stated that there would be "Rebalanced Cost Sharing across all plan tiers and salary ranges", with no further explanation on what that entailed. What it meant is that costs for single employees and those who make \$100K or less barely rose or decreased, while those with families who make more than \$100K a year have significantly increased. For many, our insurance rates will nearly double from last year. In the majority of time that I have worked for Valley, I have participated in the wellness program and did not pay anything for my insurance premiums. For 2026, it made more sense for my family to add my child to my insurance plan. Now, I will be paying hundreds per month to cover my child and myself for medical and dental, despite being on the same plan and being in the same wage group as last year. This feels like punishment for being a middle wage employee with a family.

Valley's mission is "Caring For Our Community Like Family". Yet our employees, who are part of our community, are being burdened with deceitful changes from administration that are creating hardship for our own families.

**-Regards,  
Jennifer Kremer, RT (ARRT)(R)(VI)  
VMC employee since 2020**

NOT A  
MEMBER?  
JOIN  
TODAY!



[joinseiu1199nw.org](https://joinseiu1199nw.org)

