

WE ARE THE UNION: Holding management accountable to employees and patients

Holding management accountable to our patients, ourselves, and our community is a priority for us. We provide patient care daily; we are the loyal, dedicated caregivers that our patients see every day. We need improved working conditions, adequate staffing, and competitive wages and benefits to retain qualified healthcare workers.



"The bargaining process marks a pivotal moment for our organization. This holds leadership accountable and highlights crucial matters that have been overlooked with the many challenges of recent years. It is truly inspiring to witness our members' dedication in amplifying our voices. Together, we are not just negotiating terms; we are shaping the future of our workplace and reiterating the value of every team member." **Jennie MacKenzie, LPN, Nursing**

ISSUE	OUR PROPOSAL
Union rights	HUCs and Dieticians included in our union
Paycheck errors	Underpayment – issue check within 3 days
Infectious disease	Infection control prevention plan, screening & testing at no cost to employee, vaccines at no cost, PPE and fitting training
Workplace safety	Increase one security person on day shift, issue communication devices, de-escalation training, adhere to RCW 40.19
Joint Labor-Management Committee	Addresses issues and concerns, discusses contractual issues and organizational changes
Staffing practices and Safe Staffing Committee	Oversight of unit-based staffing plans, comply with ESSB 5236 law, report comprehensive plan to DOH
Low census	Staff would be low censused in this order: Agency, Contract/Travelers, OT employees, volunteers, per diem, and others before regular staff



"My goal, with help from my co-workers, is to create a rehab environment for staff and offers good benefits and pay to support the services we provide. This would retain current staff and hire new employees that stay; this would decrease staff turnover. Happy staff = happy patients = more community referrals and the hospital as a whole will benefit."

Annie McMurtey, PT, Physical Therapy



"Another day, another bargaining meeting! Our union members at the table always make a point to advocate for members' rights, especially those not able to attend the meetings. We truly are one team with one voice." **Vae Valient, Dietitian, Dietary**

We will continue the road to a fair and equitable contract united across our hospital.
 Let's continue our Purple Up days! Wear purple shirts on the days we are bargaining with management and on Thursdays when we're not until the time comes when we reach a tentative agreement on our contract. Solidarity will help us win big!



Next Bargaining Dates

October 14, 3-7pm

October 28, 3-7pm

November dates TBD



Our VMFH Rehab Bargaining Team

- ★ Holli Lewis, NA, Dietary
- ★ Justin Johnson, EVS, Environmental Services
- ★ Oliver-Mishaps, NA, Nursing
- ★ Jenny MacKenzie, LPN, Nursing
- ★ Annie Reily, LPN, Nursing
- ★ Marilyn Kitt/Robert Huavatura, HUC, Nursing
- ★ Rodney Lustre, RT, Respiratory Therapy
- ★ Vae Valient, Dietitian, Dietary
- ★ Carly Moushegian, Rehab Tech, Occupational Therapy
- ★ Annie McMurtey, PT, Physical Therapy
- ★ Molly Kadlec, OT, Occupational Therapy