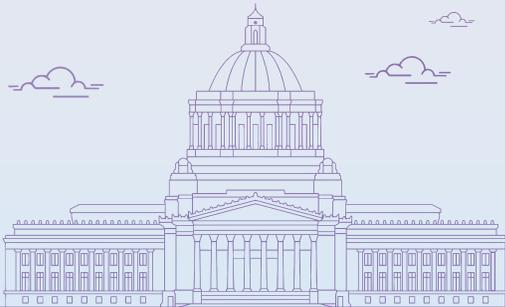


Solidarity Report!

Standing Together to Support our Communities and Build our Movement

We showed up strong at Lobby Day 2026

Our advocacy for our patients doesn't end when we leave the hospital. We need to make sure we have the resources to provide quality care. Last week hundreds of members from across our union attended our annual lobby day in Olympia. This was an opportunity for union leaders across Washington to speak directly to legislators in our districts about laws that protect us in our workplaces and in our communities. Lobby Day 2026 had record high turnout!



Our Legislative Agenda

- ★ Fully invest in our communities and to pass the revenue necessary to do so ensuring solvency for our state's essential Paid Family and Medical Leave program so that workers can take care of their and their family's medical needs.
- ★ Protecting injured workers by ensuring that their doctors have the decision making needed for their treatment, not a rigid bureaucratic form, and ensuring injured workers can access their medical records so they can pursue their workers' compensation claims.
- ★ Ensure that nursing care as defined in law means care from a person, not artificial intelligence.

From Valley Hospital we had Charity Turpen and Julie Medley, and from Deaconess we had Jamie Orchard-Pomeroy and Gerry Fairchild. They did an amazing job speaking with elected leaders from both parties. **Reach out to them if you would like more details and to learn more about what is happening across our state!**

Bargaining is around the corner: Get involved

If you're interested in joining your bargaining team to participate in bargaining this next contract, contact a delegate or your union organizer to get involved.

How else can you get involved? Check out these roles you can play in our union:

Roles we can play in our union:

Delegate: A coworker who represents us in meetings with management and organizes us to enforce our contract and win during negotiations. Delegates are nominated by their coworkers to this role.

Contract Action Team (CAT) member: A coworker who makes sure we are all up to date on what happens during bargaining and lets us know about upcoming actions.

Bargaining Team member: A coworker who represents us during contract negotiations. Bargaining Team members are nominated by their coworkers to this role.

Executive Board member: A coworker who is elected by us to represent our chapter in unionwide leadership and decision making. The Executive Board makes financial decisions for our union.

Organizer: A staff member employed by our union to support us in building our power and enforcing our contract

Have you been called into your manager's office? Are you concerned you might face discipline? Wondering about your rights as a union member? Contact your delegate or union organizer as soon as possible.

When should I contact my delegate or organizer?

Contact your delegate as soon as possible if you are facing discipline or an investigation, or if your management makes unilateral changes to your working conditions. If HR is present in any meeting, you can ask for and have a union representative there.



What are just cause protections?

Just cause is the standard that management must adhere to when disciplining or discharging an employee. It means that in union settings, the employer must have a reason to act in disciplining an employee and the reason must be just and fair. In non-union workplaces, the employee is an at-will worker and can be disciplined or fired for whatever reason or no reason at all.

What is a change in working conditions?

Any substantial change to your job duties, scheduling, or pay. Let your delegate or organizer know as soon as possible if these changes are made or presented.

Examples: changing your shift, hours, assigned work location, or introducing any new jobs.

What is progressive discipline?

1. Written warning
2. Serious warning
3. Final warning, Discharge

What is a grievance?

Any time the employer violates an agreement with the union, which could be anything in the contract, any law, or any established past practice.

Example of the contract Violation: management issues a final written warning to an employee before taking progressive disciplinary steps such as coaching or verbal warning first. This violates Article 5, Section 3, "Discipline and Discharge" because management did not follow progressive discipline.

List of Valley and Deaconess Delegates

Valley Hospital

Kari Laywell, RN, OR
Tamara O'Marro, RN, Outpatient
Megan Houdashelt, RN, Medsurg oncology
Cheri Belcourt, Pharmacy Purch Asst, Pharmacy Services
Michael McCulley, Patient Transporter, Transporters
Charity Turpen, Respiratory Care, Respiratory Therapy
Kelso Diaz, Surgical Tech, OR
Sarah Young, RN, PACU
Mary Parker, RN, PACU
Denise McNamee, RN, Outpatient

Gabrielle Navarro, RN MedSurg
Julie Medley, CAN, MedSurg
Angela Christian, Ultra Sound Tech
Paige Murphy, Dietary
Grecia Navarrete, OR Tech
Stacyee Hinkelmann, OR Tech
Chloe Cajigas, OR Tech
Scott Park, RN, Surg/Ortho
Laura Maulucci, RN MedSurg

Deaconess Hospital

Mary Robinson, Central Svc Tech II, Sterile Supply
Jameson Blue, CT Tech, CT Scanner
Zak Garrett, CVT, Pulse Cardiac Cath Lab
Kegan Orpin, CVT, Pulse Cardiac Cath Lab
Kimberly Ballou, Health Unit Coord, 9 Tower
Sarah Norisada, Health Unit Coord, 7 Tower
Edith Stuart, Housekeeping II, Housekeeping
Yelena Shanin, Housekeeper I, Housekeeping
Stacey Francis, Housekeeping I, Housekeeping
Chrissy Wilson, Housekeeping I, Housekeeping
Zoë Larzelier, Medical Secretary, Maternal Fetal Medicine Clinic
Bernadette Slugaj, Mental Health Associate II, ER
Synthia Nebergall, Mental Health Associate II, ER
Shawn Crawford, CNA, Float Pool

Christopher Vertefeuille, CNA, 7 Tower
Josh Ecksteen, Pharmacy Technician II, Pharmacy Services
Craig Sams, Rad Tech I, Radiology Diagnostics
Sha' Pfitzer, Respiratory Care, Respiratory Therapy
Anna Stafford, Respiratory Care, Respiratory Therapy
Jamie Orchard-Pomeroy, Surgical Tech, OR
Liz Mulhern, Surgical Tech, OR
Terri Rydman, Surgical Tech, OR
Warren Stowell, Surgical Tech AdvSks II, OR
Mitch Blanchard, CNA, 11 Tower
Johanna Boucher, LPN, 9 Tower
Kadyra Reddick, LPN, MedSurg 10 Tower
Jockolynn Loy, CNA, 11 Tower

**Contact your
organizer** ➔

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