

## **One Valley: From the frontline to the bargaining table**

**We are stronger together!**

### **Safe Staffing is at the heart of Valley's Mission**

During the height of the pandemic, we saw how necessary it was for healthcare systems to prioritize having adequate numbers of staff on every shift no matter what it takes. We've continued to see concerning short staffing in many areas of the hospital, which can cause us to miss our meal and rest breaks and compromise quality patient care.

Our bargaining team put proposals on the table that would ensure we always meet our department staffing plans and so that nursing staff get real meal and rest breaks without worrying about the safety of patients. Putting patient care and mitigating staff burnout at the top of Valley's priorities will mean we are living by our mission.



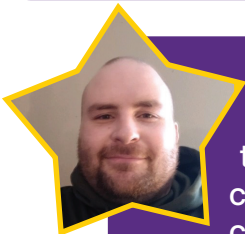
"We need a strong extra shift incentive proposal in the contract. This is important because the first priority is patients, we are there for patients. If we have a good staffing we are able to give them good care and do an excellent job and we're not going to leave anything behind when we have good staffing. When you work over your FTE, you deserve something extra, when you have to arrange for baby sitters, or if you need extra money, this keeps us working one job at Valley instead of looking for extra work at other places and rewards Valley employees instead of paying travelers even more."

**-Birpal Bhangu, PCA, 3N Cardiac Telemetry**

"The importance of Nurse break relief is that it stops the buddy break system that leads to staff burnout here at VMC. Break relief nurses allow us to relieve our workload burden while being provided uninterrupted breaks. Uniting around our bargaining team is necessary for us to win more patient and staff safety in our contracts!"



**-Cori Lucas, RN, ICU**



"Our Extra Shift proposal would incentivize employees to pick up unwanted shifts by getting a premium pay. This is something the Protech and Pharmacy members fought for during the last bargaining but fell through. One of the themes this bargaining is standardization of contracts and parity. This proposal would not only give parity and standardization amongst contracts but would also put money in employees' pockets and ease Valley's staffing troubles."

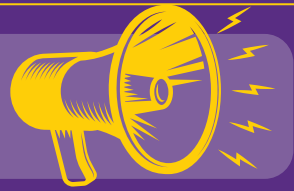
**-Jake McMurray, Interventional Radiology**

### **Know your Breaks Rights**

Washington law ensures that healthcare workers are guaranteed uninterrupted meal and rest breaks (RCW 49.12.480)

- ▶ For any rest break that is interrupted before ten minutes, you are entitled to an additional ten minutes break at the earliest reasonable time
- ▶ If your meal or rest break is missed, it should be recorded as missed and compensated at time and a half premium pay
- ▶ If you are able to anticipate that you may miss a meal or rest break, you should notify the charge, lead, or supervisor/manager so they can work to try to ensure you receive your break
- ▶ Employees will not be disciplined or receive any retaliatory accusations by reporting missed meal periods or rest breaks

## A strong union voice protects us, our families, and our paychecks



Healthcare is always-changing as an industry, and we are ready to take on the challenges ahead but need our voices to be heard from the frontlines. We do the work of taking care of our patients every day and know what we need to be successful, whether we are the charge nurse on our unit, or the housekeeper who keeps patient rooms clean and free from spreading infection.

In Tuesday's bargaining session, we proposed strengthening our joint labor management committee spaces, adding protections against unfair discipline, and ensuring that vacant positions get posted timely so we can keep our departments fully staffed when someone resigns.

"The longer it takes to hire someone the longer we have to work short staffed. Job postings when done well allow for staff positions to be filled correctly and effectively. Unifying around your bargaining team's contract proposals allows us all to support each other for safe patient care."

-Jill Theofelis, Ultrasound Tech, Breast Health Center



## Our proposals from May 7 bargaining would:

- ✦ Expand the extra shift incentive program to all job classes and remove arbitrary restraints on when and how it can be used.
- ✦ Implement break relief nurses and PCAs on nursing units
- ✦ Expand bereavement leave to recognize all our families
- ✦ Strengthen the JLMCs to have a seat at the table for big changes that impact all job classes together
- ✦ Clarify job postings
- ✦ Ensure your bargaining team is kept whole without loss of income for their work at the negotiations table
- ✦ Protect Case Management's contract if Valley were ever sold
- ✦ Welcome new employees to the union with adequate orientation

## Management Takeaways Proposed

While your union bargaining team proposed improvements to our contract at Valley, management brought concerning new proposals that would expand their administrative control.

Management proposed:

- ☒ The creation of a drug testing policy without our voices included and no details about how we will be protected from bias and discrimination
- ☒ The ability to mandatory low census permanent staff before agency when we're on overtime or double time premium pay
- ☒ Removing any contractual ability to request a FTE decrease or be approved to reduce FTE. They made it clear that they want to reduce part-time FTEs as much as possible
- ☒ A requirement for per diems to work more shifts per month

"Management is attempting to take away language in our contracts that allows members to request changes to their FTE status. This would mean Valley employees will have even less chance to change their FTE after a major life event. This could mean a new mom cannot switch to part time to spend more of those precious early days with her newborn child. A coworker could be denied the ability to smoothly transition to less hours a week before retirement. At Valley we have already lost employees who felt forced to quit due to barriers to FTE changes. We will continue to lose more employees if we allow management to chip away at our rights as workers. We cannot allow management to increase their power to hold employees at FTE statuses that no longer fit their current needs."

- Jordan Middleton, RN The Birth Center

## Take action in support of our proposals!

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

### Unity Petition



1199nw.org\_3UebXDm

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.

### Vacation Donation



1199nw.org/3JAcURx

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.

### Join SEIU



1199nw.org\_4bVfizi