

# One Valley: From the frontline to the bargaining table

## ✦ Holding strong for a fair contract! ✦

### Healthcare Benefits That We Can All Count on

As healthcare workers, we know the importance of having access to affordable quality care. Our medical and insurance benefits are how we know that Valley is taking care of us. We deserve to have the peace of mind to know that Valley cannot increase the cost of our healthcare benefits or reduce our coverage.



“I’ve been on the health and wellness committee and year after year, we have had to negotiate and discuss the cost of our healthcare plan. We’ve gotten away from the main purpose of our committee which is to make sure everyone can make the most of our benefits so we and our families can stay healthy.”

–Liz Dryfoos, RN, Birth Center

### We’re United for Voluntary On-Call

On-call is one of the ways our departments can bring in the needed staff for when unexpected emergencies arise and extra staff are needed, but we know that being on-call can be an inconvenience or interfere with work-life balance when we are required to take more call than we want. We are pushing management to move more and more towards voluntary call.

The new state laws impose limitation on mandatory pre-scheduled call, and Valley should incentivize volunteers adequately to recognize the commitment and ensure it’s worth the cost of being available to urgent notice.

“Call is an important part of the hospital. It allows flexible staffing options for areas not staffed 24/7. It’s cheaper for the hospital and benefits the community when patients need emergency care. It’s time for Valley to value the members who are ready to sacrifice their time to protect our patients.”

–Jake McMurray, IR Tech, Cath Lab



### RECOGNITION

### for Floating PCAs

Having a robust PCA float pool helps us meet patients’ needs throughout the hospital to cover sick and vacations, but sometimes our units need to float non-float pool PCAs to ensure patients receive the care they need. Float pool is paid a premium to recognize their flexibility that they signed up for, and we should be recognized for this in the same way non-float RNs are. We proposed a floating premium for PCAs when we leave our home unit by creating clinical groupings that match the RN contract.



“We have a float PCA and regular floor PCAs, we work bedside and work in patient care. We help with activities of daily living and ensuring patients receive care with dignity. They get floated outside their unit and reassigned to different units that would otherwise be short staffed. When we float from our regular units to other clinical groups, we deserve to be recognized for that and get float pay.”

–Birpal Bhangu, PCA, 3 North

## Housekeepers Are the Frontlines of Infection Protection



Advancing our skills at keeping our hospital clean means reducing infections and making sure patients and their families know that they have a clean place to be cared for. In the past, we have had CHEST certification for Housekeepers. Over the last several years, our Training Fund developed a home-grown program for Environmental Services to become certified.



"Our CHEST certificate was very successful. People signed up and everybody wanted to get certificate pay. During COVID it dropped and since hasn't rebounded in our department. The ACET program is through the Training Fund so we're already paying for it so it would be a win-win to take advantage of it. I got an extra \$1 for the cert pay, that's the largest raise I've gotten in the 30 years I've been here. There's a huge incentive here for us to improve our skills around infection prevention."

—Mary Ann Gibbs, Housekeeper, Environmental Services

**Our team brought proposals that would make a meaningful difference here at Valley. Management brought nothing to our negotiations on May 16!**

## Employee Health RNs are joining our union!

- Employee Health RNs have filed to join our union with a majority support signing a petition to join SEIU Healthcare 1199NW. We know that having a union means having a voice in decisions that impact us and our work.



## We are united with CAR RNs



"We unionized for equality with the rest of the staff RNs and to be included in all the benefits they get. We met with management and as a CAR team we are going to stick together with the rest of the hospital because for us, Valley isn't just a business. We have the unity so we can better fight for our patients and families and we can win the things that will help us be better staff members to give that care." —Robin Snider, RN, Clinical Admin Resource