

One Valley: From the frontline to the bargaining table Taking action for a fair contract!

Valley must shift its priorities

The new compensation data for Valley's executive team shows that Valley wants to be a leader in King County when it comes to executive compensation but for those of us who run the hospital and care for the community, our wages have fallen behind.



Valley Medical Center publicly-funded CEO Jeanine Grinnell:

- Makes 3,500x more than the lowest paid full-time worker in our union
- Received a 20% increase in the last year
- Is paid comparably to the CEO of Swedish Medical Center, a hospital system 4x the size of Valley

We are a public institution funded by the patients we serve and the investment by our community. The decisions Valley makes now draw the distinction between who they value.



"Inflation has gone high and expenses too. I'm looking at Valley's executive compensation, and holy cow!!!! I'm not even earning what the CEO bonuses are. If we don't do our job right, administration can't make that kind of money. All we're asking for is just token to show we are valued. And I believe Valley can do it. I have so many friends in other hospitals, and I know how much they get paid. I have a family, 3 kids. I have to feed them. I have to work extra shifts just to pay rent. And for executives to earn that kind of money, that is not right. It's not fair. We are the ones doing the job, the direct care. We are not begging, this is our right. We deserve it. It's a no-brainer. Valley needs to do the right thing."

—Abdul Jibril, PCA, Float Pool



"These ATBs that we have proposed are not only necessary, but this is about dignity. There is nothing dignified about sitting across the table with administration whose wages have been soaring while there are employees at Valley who administration is willing to pay the minimum wage. These numbers are outrageous. The workers here are the ones running the hospital. Valley's whole thing is treating us like family, and Valley has failed us."

—Jordan Middleton, RN, Birth Center

We all want to be able to provide a good life for ourselves and our families. Our bargaining team built an analysis based on the current market of wages across all of our job classes to inform our proposals that will meet our goals. On June 6, we proposed across-the-board (ATB) increases for everyone that would set Valley as a leader in wages in King County.

- **July 1, 2024: 8% or \$3.00/hr, whichever is higher**
- **July 1, 2025: 7% or \$2.50/hr, whichever is higher**
- **July 1, 2026: 7% or \$2.50/hr, whichever is higher**

We also proposed:

- ✓ Catch-up increases for CAR RNs who were left behind
- ✓ Filling in the ghost steps, which are longevity steps on the scale that do not include a wage increase
- ✓ New wage scales for new union job classes: CAR RNs, Discharge Coordinators, Ophthalmology Techs
- ✓ Increasing differentials and premiums to match the highest standards so that we are all recognized equally
- ✓ Targeted market adjustments for some job classes who were further behind market



"All of us at Valley are more than employees, we are human beings who deserve to be treated with dignity and respect. The imbalance of the corporate management salary structure has perpetuated a pattern that those who gain power are the most deserving of living a life without struggle. At Valley, there are 457 employees who make under \$30 per hour while VMC administration is being compensated at a ridiculous rate. The excuse of financial hardship at Valley will fall on deaf ears." **-Cori Lucas, RN, CCU/ED Float Pool**



"When a patient goes to the hospital at weekend or night, the outcome is drastically different depending on staffing. Shift differentials help keep and maintain staff on these shifts. Having consistent staffing will help take care of the patients who are there. No job class is better than another. If you are not going to pay for their sacrifice, they will just go to another hospital." **-Sam Walter, Medical Assistant, Covington Clinic**

We will not stop taking action until Valley shows that they respect us

An overwhelming majority of us signed onto our petition demanding a fair contract that includes the things we collectively voted to prioritize. Many of us came together like we have before, to deliver this petition to Valley administration.



"The signatures on this petition lets Valley know that we are unified and are ready to take any and all necessary action to see this bargaining through. We are tired of waiting for Valley to do the right thing. Here it is almost the middle of June and there has not been any meaningful movement from management to answer our proposals. If Valley wants to say it's the best place to be, then Valley needs to make some effort to make us feel it's the best place we want to stay." **-Lynda Roberson, Sonographer, VDIS**

At Valley Medical Center, we support each other every day to take care of our community and will continue to come together to win the wages and benefits we deserve.

- Wage increases that return VMC as the leader in wages in King County
- Great benefits – retirement, sick and vacation time, continuing education – that we can count on so we can all be healthy and take care of our families
- Strong staffing protections that mean our patients will get the care they need when they need it
- A strong union voice at Valley Medical Center and clinics

We delivered our petition together, showing Valley administration that we are united and ready to stand up for a fair contract!



Recognizing the full experience all of us bring to Valley

Historically, Valley has only recognized the previous experience that some of us bring before we work here at Valley when we get placed on the wage scale. Our proposal would make sure that all of us get credit for all of our relevant previous experience. This will help us to recruit experienced workers to Valley and retain those of us who never got the adjustment on the wage scale that we deserve through conducting an audit.



"Credit for past experience acknowledges skills and expertise workers bring to the table. Provides motivation and retention to stay with the organization knowing skills are valued. More than anything, it ensures competitive compensation. Recognizing that all new and incumbent employees should be recognized by placing them on the right step. Many employees here at Valley also have experience outside the country and that deserves to be recognized as well." **-John Chan, Retail Pharmacist, Prescription Pad North**

Continue showing your support!

Administration never loses income because they show up for bargaining, but your bargaining team is not guaranteed paycheck protections when they need to miss a regular shift to negotiate for better pay and benefits.

Donating vacation hours shows your support for the bargaining team and ensures they can be at the negotiation table to make decisions on what matters most.

Vacation Donation



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



"We have struggled to keep techs for years. Recently we have hired a new tech making the same pay scale and I have more years of experience and seniority. It's hard to keep positive and feel valued when our experience isn't recognized with a wage scale. Many of the private practices around here have stopped taking state insurance. We are the only place that accepts them, and we are limited in what we can do. Many of our patients are going blind and struggle to accept that. Techs get burnt out, having steps put in place and having some incentive will help keep us around. GOOD techs. They're getting harder to find."

-Amy Aguilar, Ophthalmology Tech, Eye Clinic

One Valley: From the frontline to the bargaining table

At Valley Medical Center, we support every job class that works for our community. We are committed to providing the best care for our patients and our staff. We have a strong history of working together for a common goal.

- Wage increases return VMC as the leader in wages in King County
- Great benefits – retirement, sick and vacation time, continuing education – that we can count on so we can all be healthy and take care of our families
- Strong staffing protections that mean our patients will get the care they need when they need it
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Job Class	Step	Rate	Job Class	Step	Rate
1000	1	\$18.50	1000	1	\$18.50
1000	2	\$19.50	1000	2	\$19.50
1000	3	\$20.50	1000	3	\$20.50
1000	4	\$21.50	1000	4	\$21.50
1000	5	\$22.50	1000	5	\$22.50
1000	6	\$23.50	1000	6	\$23.50
1000	7	\$24.50	1000	7	\$24.50
1000	8	\$25.50	1000	8	\$25.50
1000	9	\$26.50	1000	9	\$26.50
1000	10	\$27.50	1000	10	\$27.50
1000	11	\$28.50	1000	11	\$28.50
1000	12	\$29.50	1000	12	\$29.50
1000	13	\$30.50	1000	13	\$30.50
1000	14	\$31.50	1000	14	\$31.50
1000	15	\$32.50	1000	15	\$32.50
1000	16	\$33.50	1000	16	\$33.50
1000	17	\$34.50	1000	17	\$34.50
1000	18	\$35.50	1000	18	\$35.50
1000	19	\$36.50	1000	19	\$36.50
1000	20	\$37.50	1000	20	\$37.50
1000	21	\$38.50	1000	21	\$38.50
1000	22	\$39.50	1000	22	\$39.50
1000	23	\$40.50	1000	23	\$40.50
1000	24	\$41.50	1000	24	\$41.50
1000	25	\$42.50	1000	25	\$42.50
1000	26	\$43.50	1000	26	\$43.50
1000	27	\$44.50	1000	27	\$44.50
1000	28	\$45.50	1000	28	\$45.50
1000	29	\$46.50	1000	29	\$46.50
1000	30	\$47.50	1000	30	\$47.50
1000	31	\$48.50	1000	31	\$48.50
1000	32	\$49.50	1000	32	\$49.50
1000	33	\$50.50	1000	33	\$50.50
1000	34	\$51.50	1000	34	\$51.50
1000	35	\$52.50	1000	35	\$52.50
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1000	37	\$54.50	1000	37	\$54.50
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1000	45	\$62.50	1000	45	\$62.50
1000	46	\$63.50	1000	46	\$63.50
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1000	49	\$66.50	1000	49	\$66.50
1000	50	\$67.50	1000	50	\$67.50
1000	51	\$68.50	1000	51	\$68.50
1000	52	\$69.50	1000	52	\$69.50
1000	53	\$70.50	1000	53	\$70.50
1000	54	\$71.50	1000	54	\$71.50
1000	55	\$72.50	1000	55	\$72.50
1000	56	\$73.50	1000	56	\$73.50
1000	57	\$74.50	1000	57	\$74.50
1000	58	\$75.50	1000	58	\$75.50
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1000	62	\$79.50	1000	62	\$79.50
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1000	64	\$81.50	1000	64	\$81.50
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1000	70	\$87.50	1000	70	\$87.50
1000	71	\$88.50	1000	71	\$88.50
1000	72	\$89.50	1000	72	\$89.50
1000	73	\$90.50	1000	73	\$90.50
1000	74	\$91.50	1000	74	\$91.50
1000	75	\$92.50	1000	75	\$92.50
1000	76	\$93.50	1000	76	\$93.50
1000	77	\$94.50	1000	77	\$94.50
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1000	80	\$97.50	1000	80	\$97.50
1000	81	\$98.50	1000	81	\$98.50
1000	82	\$99.50	1000	82	\$99.50
1000	83	\$100.50	1000	83	\$100.50
1000	84	\$101.50	1000	84	\$101.50
1000	85	\$102.50	1000	85	\$102.50
1000	86	\$103.50	1000	86	\$103.50
1000	87	\$104.50	1000	87	\$104.50
1000	88	\$105.50	1000	88	\$105.50
1000	89	\$106.50	1000	89	\$106.50
1000	90	\$107.50	1000	90	\$107.50
1000	91	\$108.50	1000	91	\$108.50
1000	92	\$109.50	1000	92	\$109.50
1000	93	\$110.50	1000	93	\$110.50
1000	94	\$111.50	1000	94	\$111.50
1000	95	\$112.50	1000	95	\$112.50
1000	96	\$113.50	1000	96	\$113.50
1000	97	\$114.50	1000	97	\$114.50
1000	98	\$115.50	1000	98	\$115.50
1000	99	\$116.50	1000	99	\$116.50
1000	100	\$117.50	1000	100	\$117.50

