

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

**We're telling administration NO CUTS TO OUR CONTRACTS!**

**Valley has the wrong vision for our future**

We all want Valley to be sustainable as the community hospital for our public health district, and that means that Valley must invest in us and the services we provide. After years of building our unity and strength across ALL job classes, culminating with a powerful joint bargaining table this year, Valley administration brought initial proposals that represent some progress toward meeting our needs, but those improvements would come at the expense of lower standards in other areas of our contract.

While it's clear management is taking our priorities more seriously than in years past because they understand our willingness to wield our collective power, some of management's proposals would cut important parts of our contract for pay, benefits and other protections.

- ✗ Decrease the maximum amount of protected sick leave we can accrue each year
- ✗ Make it easier to eliminate our union jobs and contract them to non-union workers
- ✗ Eliminate all automatic double-time (2x) Extra Shift Premium Pay, even during periods of high census
- ✗ Eliminate a commitment to staff nursing units to the staffing plan
- ✗ Be able to send us home on mandatory low census before travelers if we are working an extra shift
- ✗ Eliminate any ability to request a change to our FTE



"Offering to improve our catastrophic sick pay by a miniscule amount is the best they can offer to improve our benefits. That's NOT enough, not now, not ever! It does not make up for all of the takeaways management proposed.

Management seems to be focusing on lowering the standards for RNs instead of improving on what RNs already have.

Management can't afford to be lowering standards for RNs especially after the shortages of staff RNs during and after the pandemic. We stand UNITED behind our nurses in solidarity and we won't let anyone be left behind."

**-Mary Ann Gibbs, Environmental Services**

**While our priorities are centered around raising all of us up so that nobody gets left behind, Valley administration has signaled that they would prefer to bring all of us down to lower standards if we let them get away with it.**



"Instead of bringing up the standards for people who are getting less than what RNs have, they're trying to bring the RN standards down and that's not acceptable. We should all be treated fairly, it's unfair when we should be building on the standards the RNs already have instead of taking away. These proposals to cut standards that RNs have don't help anyone. We should be improving standards that lift everyone up." **-Jordan Middleton, RN, Birth Center**

**We will continue to take action for the contract we deserve**

At Valley, we have always stood up for one another to make sure we have what we need. When administration made bad decisions during the pandemic that jeopardized us and our futures by freezing our retirement, we took action to demand that our retirements be secured, and we won. We need to stay united and demand security in our jobs and benefits, as well as better staffing and better wages.

**Management rejected our proposals to:**

- Increase our sick leave accrual to 8 hours a month to ensure we don't need to come to work sick and can take care of our families
- Guarantee our retirement is protected from bad changes from management
- Eliminate ghost steps that defer needed annual increases to later years
- Ensure we have uninterrupted breaks without compromising patient care with Break Relief RNs and CNAs
- Expand Extra Shift Premium Pay to all job classes
- Protect us from hours and hours of forced call
- And many other improvements



"It seems that all of our proposals have been rejected today. Raises proposed by management are not even \$1.50 for me. Inflation and expenses

are rising – what can we do with that raise? We're worth more than that. I have to come in to work with back pain. I have to come here every day and work extra shifts. Administration should come to the unit and see what we do every day. We're seeing rejection after rejection after rejection at the bargaining table. My coworkers will not be happy when I bring this back to the units."

**-Abdul Jibril, PCA, Float Pool**

# Stand with the Eye Clinic and share your story!

We will continue to stand with the Eye Clinic to demand that Valley administration change the bad decision to cut an important service that our community needs and for the Eye Clinic to remain open.

Share your story. Why does the Eye Clinic matter to you, your family and patients in our community?



Share here



1199nw.org/3KEIFdY

## Important new breaks rules

If your manager is telling you that your breaks are going to change, talk to a bargaining team member. → Don't sign any papers.

Starting July 1, 2024, Valley Medical Center must provide you with **uninterrupted meal and rest breaks!** Your break can only be interrupted for an unforeseeable emergent or unforeseeable clinical circumstance, but you still get to finish that break, or it will be considered missed. When a break is missed Valley will now be required to pay you for the additional time you worked AND the time you should have been on break.

**IMPORTANT:** If you waive your right to a second meal break, that will not be counted as missed and will not result in additional compensation. Access the WA L&I administrative policy for more details:



1199nw.org/4cAPwQm

Dept.	Job Class	Bargaining Team Member
CAR	RN	Aaron Dragavon
Float Pool	PCA	Abdullahi Jibril
Lab	Med Technologist	Adrienne Nixon
Eye Clinic	Ophthalmology Tech	Amy Aguilar
ED	RN	Ariane Laird
Cardiac Tele	PCA	Birpal Bhangu
Float Pool	RN	Caesar Tuguinay
CT	CT	Cindy Thapa
CCU/ED Float	RN	Cori Lucas
Float Pool	PCA	Cynthia Benion
Pediatrics	RN	Dawn Seltz
CAR	RN	Jackie Taylor
IR	IR	Jake McMurray
Breast Health	Ultrasound	Jill Theofelis
Pharmacy	Pharmacist	John Chan
Birth Center	RN	Jordan Middleton
Cardio Pulm	Cardio Pulm Tech	Juanita Powe
Oncology Clinic	MA	Julie Wise
ED	RN	Lena Martin
Birth Center	RN	Liz Dryfoos
Radiology	Sonographer	Lynda Roberson
Gen Surg 5S	RN	Mandy Becker
Infusion Center/EVS	Housekeeper	Mary Ann Gibbs
Lab	Med Technologist	Michele Skinner
Birth Center	Surg Tech	Michelle Dunn
OR	AT	Nakia Dowell
CAR	RN	Robin Snider
Covington Clinic	MA	Sam Walter
Case Management	Case Mgr - SW	Sarah Snyder
Pharmacy	Pharmacist	Serena Le
OR	RN	Sonja St John
EVS	Housekeeper	Susan Bagley
CAR	RN	Tina Cerean
Pharmacy	Pharmacist	Vivian Nguyen

## It's our right to wear stickers & buttons!

**What should I say if a patient or visitor asks about my sticker?**

- ✓ We want to make sure every patient receives the best care, and that means not only the right staffing, but making sure we have the best staff to care for our community.

**What should I say if a manager asks me to remove my sticker?**

- ✓ Tell the manager it is your right protected by law to wear a union sticker in Washington state as enforced by the Public Employment Relations Commission.
- ✓ Ask them to provide in writing any policy that you can't wear a sticker and the reason why.
- ✓ Document the manager's name, the time and what they say to you and report it to a bargaining team member.

Everyone is welcome to wear a sticker. Don't put stickers on any hospital property.

