

# One Valley: From the frontline to the bargaining table

We won't back down for our rights

## The Rally at Valley shows our unity!

Our first weekly Rally at Valley was powerful. We came together and heard from the bargaining team about our priorities and raised our voices. We want a fair contract and we want it now!

Join us every week at noon by the cafeteria for our weekly Rally at Valley to meet your bargaining team and learn about updates of our work at the bargaining table. You will hear about why our priorities are critical to ensuring that Valley is a great place to work and learn about our next steps to continue to take action until Valley administration hears us and commits to a contract that includes our key priorities:

- Investing in our wages with increases that return Valley Medical Center to be a wage leader in King County
- Great benefits that we can count on, that support us so we can all be healthy and take care of our families
- Modernize our sick banks to match the UW system with more sick time and easier access to the sick time we accrue
- Improvements to retirement and healthcare with guaranteed protections from unilateral changes
- Strong staffing protections for our breaks and strong incentives for extra shifts that mean our patients will get the care they need when they need it
- A strong union voice at Valley Medical Center and clinics to have a say in changes that impact all of us



*Reclaiming Worker Power. Energizing Our Movement.*  
Our coworker Birpal Bhangu is joining SEIU Healthcare 1199NW President Jane Hopkins and our fellow union siblings to represent us at the Washington State Labor Council 2024 Annual Convention in Wenatchee this week.



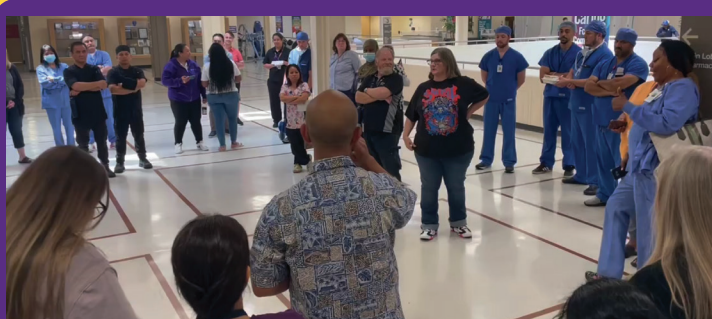
"By working with unions across the state, we can have one voice for human power, our rights and a fair share. We need to fight for our rights and get what we deserve as hard workers. We are the base of healthcare. As leaders, we know what is fair and right for employees and if employers don't listen, we will show them our team effort and we don't give up. Being part of union makes us more strong and confident we can explain our concerns and issues more openly because we know there is strong team to hold our back. With union we can live with freedom."

**- Birpal Bhangu, PCA, 3Na**



"We all work together as a team to work the hospital safely and effectively. It's not just nursing staff and PCAs that keep things going. Part of our role as house supervisor is looking at critical staffing shortages and then we contact our upper leadership and ask for incentive pay to be sent out via live process to get staff into the hospital to work. And we just want to make sure that we can get all employees involved in this type of situation and that they are offered incentive pay when necessary for incentive shifts. Because nurses and PCA don't run the hospital alone. We need all these other contracts to be part of the Extra Shift Incentive as well."

**- Jackie Taylor, RN, Clinical Admin Resource**







"We can't stay home sick, and we have to come in all the time. Sometimes my husband has problems, and I still have to come in because I don't have any sick time. We deserve more sick time!"

– **Sukhwinder "Sukhy" Kaur, Cook**



"The impact for me not receiving enough sick hour accrual is that when I need to call out to take care of my sick children, I will not be able to get paid for that day. We all should be gathering at the campus Rally every Wednesday to show strength in numbers to get what the rest of UW is getting with their sick hour accruals."

– **Tom Hardy, RN – Endoscopy**



"Our mission at Valley is "caring for our community like family", however, that goal seems unachievable if we don't have the resources and opportunity to take care of ourselves and our own families. As of right now we can accumulate between 4-5 days a year of sick time. Sick time is imperative to keep our staff safe and be able to provide excellent care to our patients. We will do whatever it takes to win a fair contract!"

– **Anastasiya Khatskevich, 3E**

## New meal and rest breaks law for healthcare workers

We fought for and won improvements to our meal and rest breaks in 2019. We kept fighting to improve those protections and won.

Under the new state law going into effect in 2024, Valley must ensure that we take our meal and rest breaks timely and that they are uninterrupted. If they do not comply with the law 80% of the time, they may face financial penalties by L&I.

- Meal and rest breaks **MUST** be uninterrupted
- When meal and rest breaks are missed for any reason, not provided in a timely way, or interrupted, that break must be compensated
- This almost always means 1.5x rate of pay because of overtime language in our union contracts
- If a break is interrupted for any reason, the remainder must be taken as soon as feasibly possible, if not, it is considered a missed break and must be compensated

Breaks can be missed or interrupted only in unforeseeable emergent circumstances or unforeseeable clinical circumstances, which are narrowly defined in the law.

Important reminders:

- We've been required to track our missed meal and rest breaks for years in Kronos
- Management may try to introduce new attestations
- We have a right to bargain the impacts of that change in working conditions
- Look out for ways management may try to intimidate or counsel you and your coworkers about "time management!"
- Management is required to report missed breaks and why breaks were missed to L&I starting this year

**Check out our latest WA Safe+Healthy coalition bulletin to learn more about the staffing law implementation timeline, details on the changes to our meal and rest breaks, which job classes it applies to, and more.**



[1199nw.org/4d0DPTn](https://1199nw.org/4d0DPTn)

## We are taking action to keep the Eye Clinic open!

We sounded the alarm for the Board of Commissioners to know about bad decisions being made by Valley's administration to cut care that our community needs. We delivered public comments at the special Board of Commissioners meeting AND at the Renton City Council on July 15 so that community leaders and officials know about the impact of decisions like this and that the right thing to do is to keep the Eye Clinic open. We also ensured that the commissioners know about the priorities that we need in our contracts will improve working here at Valley.



## Our union at Valley is growing!

Non-union workers at Valley have seen what SEIU Healthcare 1199NW is capable of and what we can achieve when we come together to take action. Our union contracts continue to build off each other and make things better. Radiation Therapists and Dosimetrists at Valley have filed with PERC to join our union and look forward to join us at the bargaining table for the basic guarantees and protections that we have always had in our contracts.

