

One Valley: From the frontline to the bargaining table Our movement for a fair contract is growing!

On Wednesdays We Rally at Valley

Each Wednesday at noon, we are taking action by coming together and hearing from the bargaining team on why we must stay united to win a contract that ensures all of us can thrive and deliver quality care.

Our contract priorities have our overwhelming support, and we will continue to fight for them:

- Investing in our wages with increases that return Valley Medical Center to be a wage leader in King County
- Modernize our sick banks to match the UW system with more sick time and easier access to the sick time we accrue
- Secure and improve our retirement so that Valley can never freeze or reduce contributions to our retirement
- Great benefits that we can count on, that support us so we can all be healthy and take care of our families
- 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

Join us each Wednesday at noon by the cafeteria to make your voice heard and hear about our action plan to win what we need. Our next Rally is August 7!



"With all the new viruses, and the new strains of COVID, we deserve more sick time. A lot of us get sick back-to-back, and what are we supposed to do? We can't ask for people to donate sick time because they don't have any time to give. I have to come to work sick because I don't even have a choice not to."

-Cynthia Tufono, Cook, Food and Nutrition



The cost of living is high in this area. Our salaries should keep up. We all work hard, whether we are nurses, pharmacists, X-ray techs or housekeepers. We should be paid a fair market value for the work we do. We need to stand together and make management see that we want to be treated respectfully and paid fairly.

-Thuy-Chi Vu, CT Tech, CT Olympic

Healthcare heroes need adequate sick time

Valley's out of date sick leave structure must be modernized to match the rest of the UW Medicine system. We have seen for years that two sick banks doesn't make sense and has led to discipline and termination of hard-working coworkers by choosing to care of themselves or family instead of showing up to work sick, which could spread infections to patients.

The COVID pandemic highlighted how important it is for sick healthcare workers to stay home and isolate appropriately. Valley's proposal to maintain a second sick bank that doesn't protect us from discipline or termination would mean that all of us would have to choose between risking discipline for staying home instead of protecting patients from spread of illnesses when we're sick.

continued →



"It's unacceptable and borderline abusive for Valley Medical Center to restrict sick time to such a small number of hours. In the rest of the UW system we can access significantly more sick time and that sick time is important for people to have a chance to rest, heal, and thrive. It's unsafe for staff and patients to basically force people to come to work sick and it's counterproductive for Valley to be so harsh and have sick time policies that are so bad for staff and patients and so different from everywhere else in UW." **-Neeru Kaur, Respiratory Therapist, UW Medicine Harborview Medical Center**

Share your story!

Was there a time you had to choose between work and taking a sick day to care for yourself or a loved one?

SHARE YOUR STORY: SICK LEAVE
 Tell us about a time you had to choose between work and taking a sick day to care for yourself or a loved one. What did you have to sacrifice because you didn't have enough sick leave?

My name is: _____ job title: _____
 Department: _____

SEIU Healthcare
 United for Quality Care

Share here



1199nw.org-3LKnB5c

Valley MUST commit to secure our retirement plan

Valley administration continues to tell our bargaining team that they do not want to make any commitments to ensure retirement benefits we can count on. It's clear that management isn't interested in securing our futures – we didn't forget that they cut our pension and froze our retirement in 2020 when King County was the epicenter of a global pandemic.

This is unacceptable. We won't accept anything less than the secure retirement benefits we deserve!

Our wage proposals would put Valley ahead of the market

VMC CEO Jeannine Grinnel's compensation package in 2023 was \$1.4 million, placing her amongst the highest paid hospital CEOs in Washington. Valley understands the value of leading the market when it comes to executive pay, and we are demanding that they value frontline staff just as much.

If we weren't on the frontlines caring for patients every day, Valley executives wouldn't earn their extraordinary bonuses year after year. It is time they hear from all of us and see us all taking action for the contract we deserve.

Our Bargaining Team

Bargaining Team Member	Dept.
Aaron Dragavon	CAR
Abdullahi Jibril	Float Pool
Adrienne Nixon	Lab
Amy Aguilar	Eye Clinic
Ariane Laird	ED
Birpal Bhangu	3N
Caesar Tuguinay	Float Pool
Cori Lucas	CCU/ED Float Pool
Cynthia Benion	Float Pool
Dawn Seltz	Pediatrics
Jackie Taylor	CAR
Jake McMurray	IR
Jill Theofelis	Breast Health
John Chan	Pharmacy
Jordan Middleton	Birth Center
Juanita Powe	Nuclear Medicine
Julie Wise	Oncology Clinic
Lena Martin	ED
Lisa Dyrdaahl	Employee Health
Liz Dryfoos	Birth Center
Lynda Roberson	Radiology
Mary Ann Gibbs	EVS
Michele Skinner	Lab
Michelle Dunn	Birth Center
Nakia Dowell	OR
Robin Snider	CAR
Sam Walter	Covington Clinic
Sarah Snyder	Case Management
Serena Le	Pharmacy
Sonja St John	OR
Susan Bagley	EVS
Tina Cerean	CAR
Vivian Nguyen	Pharmacy

Contract Action Team

CAT Team Member	Dept.
Gloria Zamudio	IR
Cynthia Tufono	Food and Nutrition
Atishma Sinha	3E
Tejinder Kaur	3E
Ramandeep Sandhu	3E
Thuy-Chi	CT Olympic
Irina Teslenko	Nuclear Medicine
Darrick Harker	Radiology
Tara Sundaravej	Distribution
Ayelech Abera	EVS
Ernesto Purganan	Central Processing
Karl Cagaman	Central Processing
Dee Sibounheuang	Distribution
Mariou Robberstad	Lab
Jennie Morrison	5S
Megha Handa	5S

WASHINGTON

VOTES

6 AUGUST 2024
WASHINGTON

**WE VOTE FOR UNIONS.
WE VOTE FOR STRONG CONTRACTS.
WE VOTE FOR OUR DEMOCRACY.**

✓ When we come together and VOTE, we can elect representatives who will champion our issues by standing with us on the picket line and in the halls of our legislature!

✓ Ballots must be postmarked by August 6th or dropped in a ballot drop box by 8pm.

See who your coworkers interviewed and endorsed for healthcare workers:

<https://endorsements.seiu1199nw.org>

TUESDAY, AUGUST 6
 Primary Election 2024