

One Valley: From the frontline to the bargaining table
We will take action until we win a fair contract with no takeaways!

Executive compensation has been soaring while we struggle

We are the frontline workers who make Valley a place that patients can rely on for quality care. Each of us plays a role that contributes to the overall healthcare services that our community invests in as a public health district hospital.

While many of us have to pick up extra shifts in order to have enough income to get by, Valley administration is showing that they want to cut parts of our contract that we rely on to make ends meet. While we struggle, the executives have seen massive compensation increases over recent years. We took action to show that this contrast doesn't align with Valley's mission.



Top 5 Paid Executives	Total Compensation in 2023	Hourly Wage in 2023
Jeannine Grinnell, CEO	\$ 1,443,975	\$ 458.34
Michele Forgues Lackie, CFO	\$ 953,022	\$ 298.08
Theresa Braungardt, CNO	\$ 889,752	\$ 251.79
David Smith, Chief Legal Counsel	\$ 843,087	\$ 276.94
Kalen Privatsky, EVP, COO	\$ 762,803	\$ 228.40

*WA DOH Employee Compensation data: <https://doh.wa.gov/sites/default/files/2024-05/Comp155-2023.xlsx>

Our unity and persistence are working to improve our healthcare!

For many years, our Healthcare Benefits Committee has been working to make our healthcare plans affordable and equitable so that all of us can get the care we and our families need. Over time, we have made incremental changes like adding tiers based on income levels so that those who earn the lowest wages can still afford care.

But year after year, we have been met with a struggle to negotiate the plan. Management finally heard us that the wellness program isn't working and sets up a barrier for many of us to receive the best discount on our premiums. We are making progress at the bargaining table on health insurance but we still need commitments that the cost to us will not go up astronomically in the future.

Our Healthcare Benefits Committee

- Liz Dryfoos, RN, HBC Cochair
- Caesar Tuguinay, RN
- Mary Ann Gibbs, Housekeeper
- Vivian Nguyen, Pharmacist
- Dawn Seltz, RN



"As healthcare workers, we take care of patients' health and Valley should take care of our health."
-Vivian Nguyen, Pharmacist, Inpatient Pharmacy

Healthcare heroes need adequate sick leave

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 Class: _____
 Department: _____





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1199nw.org-3LKnb5c

We are voting to take public action!

After many months of bargaining, management still has not brought proposals that meet the goals for our priorities:

- Wage increases for Valley to be a leader in the market for King County again
- Sick leave accruals that match the rest of the UW Medicine system
- Strong staffing protections
- Secure retirement with improvements that Valley cannot take away from us
- Improved healthcare benefits
- A strong union voice for changes in healthcare




Our bargaining team is recommending that we prepare for and vote **YES** to authorize an informational picket and stand together if we need to win a fair contract.

Day	Date	Times	Location
Thursday	August 15	12pm-2pm	MAC E F
Thursday	August 15	12pm-1pm	Covington Clinic
Thursday	August 15	4:30pm-5:30pm	Kent Clinic
Thursday	August 15	6pm-8pm	MAC E F
Friday	August 16	6am-8am	MAC E F
Friday	August 16	11am-1pm	MAC E F
Friday	August 16	12pm-1pm	Maple Valley
Saturday	August 17	12pm-2pm	MAC E F
Sunday	August 18	11:30am-1:30pm	Zoom (link coming soon)
Monday	August 19	12pm-1pm	Fairwood
Monday	August 19	11:30am-1:30pm	Main Hospital
Monday	August 19	9pm-11pm *night shift*	Main Hospital
Tuesday	August 20	6am-8am	Main Hospital
Tuesday	August 20	3pm-5:30pm	Main Hospital
Wednesday	August 21	11:30am-1:30pm	Main Hospital
Wednesday	August 21	11:30am-1pm	Renton Landing
Wednesday	August 21	4:30pm-6pm	Covington Clinic
Wednesday-Thursday *night shift*	August 22	1:30am-3:30am *night shift*	Main Hospital
Thursday	August 22	11:30am-12:30pm	Main Hospital
Thursday	August 22	11:30am-12:30pm	Zoom (link coming soon)



"This vote is important. With a majority turnout, it shows management our strength as a union, and that we're willing to fight for what we need in our contract." **-Jake McMurray, IR Tech, Cath Lab**



"In order to show management that we are united as a team we must vote yes to picket to show management that we will not accept takeaways from our contract! Our contracts are supposed to get better not worse! Our workload is getting heavier and heavier so our contract must reflect the work that we do. We are away from our loved ones to take care of our community so we need a stronger contract to take care of ourselves as well as our loved ones!" **-Juanita Powe, Cardiopulmonary Tech, Nuclear Medicine**