

One Valley: From the frontline to the bargaining table **ONE DAY LONGER, ONE DAY STRONGER**

Negotiations continue with mediation

We were back at the bargaining table on October 3 with the assistance of a mediator assigned by Public Employee Relations Commission (PERC). A mediator is a neutral third-party to help labor and the employer to reach an agreement for our contract. Our bargaining team is dedicated to winning a complete agreement that ensures our priorities and needs are met so that we all have what we need to give the best quality patient care without cuts to our current benefits and protections.



"I've been here 13 years, in hospital for 23 years. I got here because I saw my family and myself treated terribly when we were in crisis. and I was treated so terribly. I chose to work here because I wanted to make sure no one else experiences what my family experienced in our time of need at a different hospital. Here at Valley, we're giving what healthcare is supposed to give, and management needs to show us the appreciation we deserve."

Nakia Dowell, Anesthesia Tech, Anesthesia



"Executive compensation is public. When we shared about the discrepancies between how their salaries and bonuses have soared, management's bargaining team told us that that it's because they went to school and worked really hard for their degrees. I worked hard, my coworkers worked hard, everyone here worked hard. In addition to school, we've got licensures to maintain, ongoing education, we show up every day. If the executives are getting massive raises year after year, we should also get fair wage increases."

Sarah Snyder, Social Worker, Case Management



"In our department in Outpatient Pharmacy, we have a wage scale with ghost steps up to three years. With the cost of living and inflation, we have three years with not getting wage increases. Some people might even stay for three years to get the raise."

Serena Le, Pharmacist, Prescription Pad South

We will continue taking action until we have a contract we can ratify!

We have shown that we are able to come together in huge numbers to show our community that we are standing up for them in our work to get a fair contract. Join us on Wednesday's Rally at Valley at noon outside the cafeteria to keep our momentum going.





“We need higher wages because everything is so expensive, you need two days pay to afford groceries and gas. We need safe staffing and we need adequate sick time that matches the rest of UW Medicine. During the pandemic you didn't see any management on the floors. We are the ones dealing with the COVID patients. Every other hospital got bonuses and increased pay during the pandemic, we didn't see anything during the pandemic. We give it a 110 percent and we are not appreciated. Every job class here is important and needs their share, I can't do the job of EVS. I don't want to come to work scared. I want to come to work with a smile. They don't even deal with patients but their bonuses and compensation has gone up so much. We already waited a long time without seeing any changes, we will keep fighting for the appreciation towards the workers that we deserve.”

Birpal Bhangu, PCA, 3N

What we've won to protect flexibility to change FTE

All of us experience changes in our lives that change how we balance work and other obligations. Family, career and education goals, and health conditions all mean we may need to make adjustments. When we request to change or reduce our FTEs, management should work with us and follow our contract in the process. When one of us was unfairly denied a request to reduce her FTE, we took action to hold management accountable. We won our grievance to ensure that we are able to request an FTE reduction and improved the clarity of the process to make sure it's transparent and accessible to us.



“Through much adversity and perseverance, we at long last won our grievance about the ability to request a change in our FTE. This process took over a year and a half. We want to meet the needs of our unit, but not at the cost of our ability to meet our life changes and goals. Happy employees make work more enjoyable and efficient.”

Liz Dryfoos, RN, Birth Center

NEW Tentative Agreement reached regarding Labor Management Committees

Having a strong union voice at Valley was one of our priorities to ensure we have a seat at the table when changes occur and we need to problem solve together by bringing frontline workers with management to understand one another. Our Labor Management Committees give us dedicated time to address ongoing concerns like short staffing, call concerns, workplace safety and more. Our new tentative agreement includes improvements to make sure that our delegates on committees have adequate paid time to prepare and attend these meetings and a commitment from management to bring better clarity around corrective action processes.



“Committees help us keep management accountable and to know what's happening. The benefit of LMCs is for the workers who do the work and know what's happening within the department can make sure management is aware and have an open conversation for how things can be done better and more efficiently. Previously, some of us were getting paid while others were not for our time spent on committee. Now that we've got this TA, we can be sure that we can all be compensated for our time that we're putting into it.”

Lynda Roberson, Sonographer, VDIS